### Health Care Personnel Shortage Task Force

Holly Moore, Ed.D., Chair



Bill Gray, Ph.D., Vice Chair

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#### **Agenda: June 28, 2005**

1:30 pm to 4:30 pm Highline Community College, Des Moines Library Board Room, 5<sup>th</sup> Floor Library Building

- 1:30 Welcome, Review Meeting Agenda, Introduce New Member Chair: Holly Moore
- 1:40 Summary of the 2005 Legislative Session and Task Force Priorities Staff: Madeleine Thompson
- 1:55 Guest Panel: How can the state help educational institutions and health skill panels in implementing health care personnel shortage initiatives?

Lorelee Bauer, Group Health (Panel Moderator)
Marjorie Dobratz: Director of Nursing, UW-Tacoma
Steve Hanson, President, Spokane Community College
Nancy Hamilton, Stevens Health Care, and Chair, Snohomish Health Skill Panel
Jill Wakefield, President, South Seattle Community College

- 3:00 Break
- 3:10 Update on Washington's Health Workforce Supply, Demand, & Data Source Davis Patterson, Center for Health Workforce Studies, UW
- 3:30 Achieving Task Force Priorities: What Can Task Force Members Do? Member Discussion
- 3:50 Task Force Members Report on Health Workforce Shortage Issues and Activities: Members Volunteer Information
- 4:20 Business: Next Task Force Meeting and Next Annual Report Members and staff
- 4:30 Meeting Adjourns

2005 Health Care Personnel Shortage Task Force Priorities and Legislative Outcomes
The Task Force recommends that the Legislature take immediate action to expand educational
capacity in health care programs, recruit and retain health care faculty, and collect data on the
supply of health care workers in order to plan for future educational needs. Educational
institutions and industry partners should expand health care programs, support K-12 recruitment,
improve articulation and transitions between three tiers of education, and expand use of core
curricula.

**Expand capacity in health care programs.** Expansion of educational capacity in health care programs continues to be the number one priority of the Task Force. Legislative appropriations for the 2003-05 biennium provided much needed funds to expand capacity in health care programs, but these programs are still unable to meet student and employer demand.

- > The Legislature should provide funds to expand educational capacity in high-demand health care education and training programs. The funding policy should incentivize educational institutions to provide health care programs, allowing for the higher costs of these programs.
- Educational institutions and industry partners should continue to expand capacity in health care education programs, and seek federal and private resources to support this.

#### Legislative Results:

- ➤ The Legislature created a dedicated funding source for higher education called the "Education Legacy Trust," which is funded from a number of new revenue sources including the estate tax, sales taxes in tobacco products, and other sources. The account will support K-12 as well as higher education. There is \$11,070,000 of the education legacy trust in 2006 and \$22,599,000 of the education legacy trust in 2007 that are provided to increase budgeted enrollments by 2,050 student FTEs in 2006 and an additional 2,135 student FTEs in 2007 at community and technical colleges. The fund also supports new enrollments at public baccalaureate institutions.
  - The State Board for Community and Technical Colleges(SBCTC) will dedicate about 10 percent of new enrollments to High Demand programs at an enhanced rate to cover the higher costs of providing such programs. There will be 204 additional High Demand FTEs in 2005, and 214 additional High Demand FTEs in 2006. The expected average enhanced rate will be approximately \$9,000 per FTE.
  - No High Demand funds dedicated for four-year public baccalaureate programs.

#### Other relevant Legislative initiatives:

- Substitute House Bill 1345 establishes a pilot project for financial aid for students enrolled in four or five quarter hours. The Higher Education Coordinating Board is to administer the pilot project and report to the Legislature by December 2006 on the results of the pilot project. A half million dollars was provided to implement the pilot project for students attending a public community or technical college.
- The Legislature provided \$4 million in the operating budget for basic skills education. The funds may be used to align or integrate adult basic education and English as a second language courses with vocational training.

■ The operating budget provides \$1.8 million to the Office of Superintendent of Public Instruction for incentive grants to encourage school districts to increase enrollment in Washington's 10 skills centers. The monies will be distributed to school districts increasing skills centers enrollment above the levels in the 2004-2005 school year.

Increase the availability and diversity of faculty in health care education programs. One of the main obstacles to increasing educational capacity in health care programs is the difficulty of recruiting and retaining qualified faculty. During 2004, the Task Force convened two committees on nursing and allied health faculty covering recruitment, retention, and diversity issues.<sup>1</sup>

- ➤ The Legislature should support budget requests that enable colleges and universities to provide health care faculty salaries that are competitive with industry. Both SBCTC and the four-year schools have requested across the board faculty salary increases. SBCTC has submitted a budget request for \$33.3 million to enable colleges to increase compensation for faculty who are teaching in high-demand programs, and the Task Force support pertains to health care program faculty and staff.
- As salary increase dollars become available, leaders in four-year educational institutions should increase compensation for faculty in high-demand health care programs in order to compete with industry salaries.
- Educational institutions should replicate successful methods for recruiting and retaining faculty, including programs to increase the diversity of faculty.

#### Results:

The Legislature fully funded cost of living increases and health benefits for community and technical college faculty. Faculty increments and part-time faculty salary increases were funded at \$4.5 million each. The budget includes language allowing colleges to provide a local revenue match for part-time faculty salary increases. The SBCTC budget request for \$33.3 million to enable college to increase compensation for faculty who are teaching in high-demand programs was not funded.

Collect data on health workforce supply. Developing an accurate picture of the health workforce is critical to guide the most cost-effective workforce planning and to eliminate health care personnel shortages. Current state data are adequate to indicate broad areas of shortage. More specific information, however, is essential for educational planning so that the state can increase capacity where needed, and in order to carry out the Task Force's legislative charge to track progress. It is also critical for forecasting future shortages or surpluses in the health workforce, identifying medically underserved areas, tracking diversity, and assisting with emergency preparedness.

➤ To initiate and maintain data that will enable the targeting of educational resources to meet health workforce needs, the Task Force requests a state appropriation of \$206,745 (Year 1: Start Up) and \$265,484 (Year 2: Implementation) and ongoing funds of approximately \$175,000 per year.

<sup>&</sup>lt;sup>1</sup> Committee membership included faculty and administrators from two-year and four-year public and private institutions, labor, employers, and government representatives (see Appendix D).

#### Result:

 Not funded. This did not appear in any of the budget proposals from the Governor, the House or the Senate.

Provide health career exploration and adequately prepare youth for postsecondary health care programs. The most effective strategy for ensuring youth are exposed to health careers and have the opportunity to prepare adequately is to provide intensive work-based learning and career exposure, combined with academic preparation during middle and high school or even earlier.

- More Washington school districts with high schools should develop health care programs as part of their Health and Human Services Pathway. About half of Washington's high schools currently offer health programs as part of their Health and Human Services Pathway.
- > Skill panel employers and other partners should continue to provide work-based learning in health care settings.
- ➤ Following the 2004 Task Force website committee recommendations, a community college should establish a health careers website aimed at youth to enable health care exploration and provide information on educational programs and financial aid opportunities. Results: With support from Workforce Board and SBTC, Yakima Valley Community College's (YVCC) Center of Excellence will establish a statewide website with a planned launch date for Fall 2005.

Increase efficiency and effectiveness in health care education and training programs. One strategy for increasing efficiency is to develop and implement common core curricula. YVCC's Center of Excellence in Allied Health has established the Allied Health Core Curriculum.

> The 2004 Task Force core curricula committee examined Yakima's core curriculum and models in other states. The committee recommended that **educational institutions** work together to expand core curricula use in Washington. Results: The YVCC Center of Excellence is working with other colleges to expand the use of core curricula.

Enable local areas to address their priority shortages. Health skill panels across the 12 workforce development areas have catalyzed many successful initiatives to recruit, educate, and retain health care personnel for employers in their areas. They have initiated recruitment and preparation of youth, expansion of educational capacity, clinical site coordination, incumbent worker training, local financial aid, connections with WorkSource employment services, transitions for military personnel, and a variety of other essential activities.

➤ Federal workforce funds have provided support to these panels with matches from local industry and Workforce Development Councils (WDCs). A state appropriation to support skill panels would enhance their ability to implement effective solutions to local health workforce needs.

#### Result:

• Not funded. The Workforce Board request to provide \$2 million in state support for skill panels did not appear in any of the budget proposals.

#### Other:

**Funding a Nursing Resource Center** 

The 2005 Legislature passed ESSB 5599 to fund a central resource center for the nursing workforce. A surcharge of \$5 will be added to licensing fees for licensed practical nurses and registered nurses. The center may undertake a range of activities including educating the public and K-12 students about the opportunities in nursing, assessing the effectiveness of nursing education, and maintaining information on nurse supply and demand. The Department of Health in consultation with the nursing commission and the Workforce Board is to award the grants to undertake these activities.

#### **Results of the October 2004 Job Vacancy Survey**

The results of the October 2004 Job Vacancy Survey conducted by the Employment Security Department found there were 5,682 job vacancies for health practitioners and technicians, and 1,488 vacancies for health support personnel (totals 7,170). This is a little lower than the May 2004 vacancy total for health care practitioners and support personnel of 8,206.

- > Among industry groups, healthcare led the way with 18 percent of all vacancies.
- About three-quarters (77 percent) of vacancies in healthcare practitioners and technical occupations required a certificate or license. Healthcare support was second with 62 percent requiring a certificate or license.

#### Pre-Nursing Direct Transfer Agreement Has Been Developed

House Bill 2382 passed by the 2004 Legislature required the development of Direct Transfer Agreements to improve statewide articulation from community colleges to baccalaureate institutions, and ensure that students are "major-ready." The bill specified that a statewide agreement should be developed in nursing. Faculty from two-year and four-year nursing programs, both public and private, met to develop the agreement, and the process has been overseen by the Joint Access Oversight Group comprising leaders from community colleges and four-year institutions.

The work group would like to emphasize that this articulation agreement does not solve the lack of capacity in nursing programs. At the Pre-Nursing DTA introductory sessions on May 26 and June 3, the nursing programs noted they had four times the number of qualified applicants that could be accepted.

#### CERTIFICATION OF ENROLLMENT

#### ENGROSSED SUBSTITUTE SENATE BILL 5599

Chapter 268, Laws of 2005

59th Legislature 2005 Regular Session

#### CENTRAL NURSING RESOURCE CENTER

EFFECTIVE DATE: 7/24/05

Passed by the Senate April 18, 2005 YEAS 41 NAYS 3

#### BRAD OWEN

#### President of the Senate

Passed by the House April 6, 2005 YEAS 93 NAYS 1

#### FRANK CHOPP

Speaker of the House of Representatives

Approved May 4, 2005.

CHRISTINE GREGOIRE

Governor of the State of Washington

#### CERTIFICATE

I, Thomas Hoemann, Secretary of the Senate of the State of Washington, do hereby certify that the attached is **ENGROSSED SUBSTITUTE SENATE BILL 5599** as passed by the Senate and the House of Representatives on the dates hereon set forth.

#### THOMAS HOEMANN

Secretary

FILED

May 4, 2005 - 3:19 p.m.

Secretary of State State of Washington

#### ENGROSSED SUBSTITUTE SENATE BILL 5599

#### AS AMENDED BY THE HOUSE

Passed Legislature - 2005 Regular Session

#### State of Washington

#### 59th Legislature

2005 Regular Session

By Senate Committee on Health & Long-Term Care (originally sponsored by Senators Franklin, Kastama, Thibaudeau, Benson, Kline and McAuliffe) READ FIRST TIME 03/02/05.

- AN ACT Relating to funding a central resource center for the nursing work force; amending RCW 43.70.110 and 43.70.250; adding a new section to chapter 18.79 RCW; creating a new section; repealing section 1, chapter . . ., Laws of 2005 (section 1 of this act); and repealing section 4, chapter . . ., Laws of 2005 (section 4 of this act).
- 6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:
- NEW SECTION. Sec. 1. Washington state is experiencing a critical shortage of registered nurses. To safeguard and promote patient safety and quality of care, the legislature finds that a central resource center for the nursing work force is critical and essential in addressing the nursing shortage and ensuring that the public continue to receive safe, quality care.
- Sec. 2. RCW 43.70.110 and 1993 sp.s. c 24 s 918 are each amended to read as follows:
- (1) The secretary shall charge fees to the licensee for obtaining a license. After June 30, 1995, municipal corporations providing emergency medical care and transportation services pursuant to chapter 18.73 RCW shall be exempt from such fees, provided that such other

- emergency services shall only be charged for their pro rata share of the cost of licensure and inspection, if appropriate. The secretary may waive the fees when, in the discretion of the secretary, the fees would not be in the best interest of public health and safety, or when the fees would be to the financial disadvantage of the state.
- (2) Except as provided in section 4 of this act, until June 30, 2013, fees charged shall be based on, but shall not exceed, the cost to the department for the licensure of the activity or class of activities and may include costs of necessary inspection.
- (3) Department of health advisory committees may review fees established by the secretary for licenses and comment upon the appropriateness of the level of such fees.
- **Sec. 3.** RCW 43.70.250 and 1996 c 191 s 1 are each amended to read as follows:

It shall be the policy of the state of Washington that the cost of each professional, occupational, or business licensing program be fully borne by the members of that profession, occupation, or business. The secretary shall from time to time establish the amount of all application fees, license fees, registration fees, examination fees, permit fees, renewal fees, and any other fee associated with licensing or regulation of professions, occupations, or businesses administered by the department. In fixing said fees, the secretary shall set the fees for each program at a sufficient level to defray the costs of administering that program, except as provided in section 4 of this act until June 30, 2013. All such fees shall be fixed by rule adopted by the secretary in accordance with the provisions of the administrative procedure act, chapter 34.05 RCW.

NEW SECTION. Sec. 4. A new section is added to chapter 18.79 RCW to read as follows:

(1) In addition to the licensing fee for registered nurses and licensed practical nurses licensed under this chapter, the department shall impose an additional surcharge of five dollars per year on all initial licenses and renewal licenses for registered nurses and licensed practical nurses issued under this chapter. Advanced registered nurse practitioners are only required to pay the surcharge on their registered nurse licenses.

(2) The department, in consultation with the commission and the work force training and education coordinating board, shall use the proceeds from the surcharge imposed under subsection (1) of this section to provide grants to a central nursing resource center. grants may be awarded only to a not-for-profit central nursing resource center that is comprised of and led by nurses. The central nursing resource center will demonstrate coordination with relevant nursing constituents including professional nursing organizations, groups representing nursing educators, staff nurses, nurse managers or executives, and labor organizations representing nurses. The central nursing resource center shall have as its mission to contribute to the health and wellness of Washington state residents by ensuring that there is an adequate nursing work force to meet the current and future health care needs of the citizens of the state of Washington. grants may be used to fund the following activities of the central nursing resource center:

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- (a) Maintain information on the current and projected supply and demand of nurses through the collection and analysis of data regarding the nursing work force, including but not limited to education level, race and ethnicity, employment settings, nursing positions, reasons for leaving the nursing profession, and those leaving Washington state to practice elsewhere. This data collection and analysis must complement other state activities to produce data on the nursing work force and the central nursing resource center shall work collaboratively with other entities in the data collection to ensure coordination and avoid duplication of efforts;
- (b) Monitor and validate trends in the applicant pool for programs in nursing. The central nursing resource center must work with nursing leaders to identify approaches to address issues arising related to the trends identified, and collect information on other states' approaches to addressing these issues;
- (c) Facilitate partnerships between the nursing community and other health care providers, licensing authority, business and industry, consumers, legislators, and educators to achieve policy consensus, promote diversity within the profession, and enhance nursing career mobility and nursing leadership development;
  - (d) Evaluate the effectiveness of nursing education and

- articulation among programs to increase access to nursing education and enhance career mobility, especially for populations that are under represented in the nursing profession;
- (e) Provide consultation, technical assistance, data, and information related to Washington state and national nursing resources;
- (f) Promote strategies to enhance patient safety and quality patient care including encouraging a safe and healthy workplace environment for nurses; and
- (g) Educate the public including students in K-12 about opportunities and careers in nursing.
- (3) The nursing resource center account is created in the custody of the state treasurer. All receipts from the surcharge in subsection (1) of this section must be deposited in the account. from the account may be used only for grants to an organization to conduct the specific activities listed in subsection (2) of this section and to compensate the department for the reasonable costs associated with the collection and distribution of the surcharge and the administration of the grant provided for in subsection (2) of this No money from this account may be used by the recipient towards administrative costs of the central nursing resource center not associated with the specific activities listed in subsection (2) of this section. No money from this account may be used by the recipient toward lobbying. Only the secretary or the secretary's designee may authorize expenditures from the account. The account is subject to allotment procedures under chapter 43.88 RCW, but an appropriation is not required for expenditures. Grants will be awarded on an annual basis and funds will be distributed quarterly. The first distribution after awarding the first grant shall be made no later than six months after the effective date of this section. The central nursing resource center shall report to the department on meeting the grant objectives annually.
  - (4) The central nursing resource center shall submit a report of all progress, collaboration with other organizations and government entities, and activities conducted by the center to the relevant committees of the legislature by November 30, 2011. The department shall conduct a review of the program to collect funds to support the activities of a nursing resource center and make recommendations on the

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- effectiveness of the program and whether it should continue. The review shall be paid for with funds from the nursing resource center account. The review must be completed by June 30, 2012.
- 4 (5) The department may adopt rules as necessary to implement this act.
- NEW SECTION. Sec. 5. The following acts or parts of acts, as now existing or hereafter amended, are each repealed, effective June 30, 2013:
- 9 (1) Section 1, chapter . . ., Laws of 2005 (section 1 of this act); 10 and
- (2) Section 4, chapter . . ., Laws of 2005 (section 4 of this act).

  Passed by the Senate April 18, 2005.

  Passed by the House April 6, 2005.

  Approved by the Governor May 4, 2005.

  Filed in Office of Secretary of State May 4, 2005.

## Progress 2004: The Annual Report of the Health Care

Personnel Shortage Task Force
Higher Education Committee: February 24, 2005

#### **Presenters**

Holly Moore, Task Force Chair (President, Shoreline Community College)
Lorelee Bauer, Task Force Member (Group Health Cooperative)
Alex Kosmides, NW Alliance health skill panel,
(Northwest Washington Workforce Development Council)
Madeleine Thompson, Lead Task Force Staff (Workforce Board)

The Workforce Training and Education Coordinating Board http://www.wtb.wa





### The Health Care Personnel Shortage Task Force

- ➤ The Workforce Board convened health care stakeholders to examine the shortages of health care personnel starting in 2001. Following direction from legislative leaders a Task Force was formed in 2002.
- The Task Force published a state plan with 40 strategies and 16 outcome measures in January 2003: "Crisis or Opportunity?"
- ➤ 2003 Legislation, Engrossed Substitute House Bill (ESHB) 1852 requests the Workforce Board to continue to convene stakeholders and **report progress** annually. (Annual Reports: *Progress 2003, Progress 2004*)



#### Who is on the Task Force?

\*WA State Medical Assoc.

\*Group Health Cooperative

\*State Board of Health

\*Allied Health

\*Rural Health
\*Long-Term Care

- \*Holly Moore, Chair (President Shoreline Community College)
- \*Bill Gray, Vice Chair (Dean WSU Spokane)
- \*Washington State Hospital Association
- \*Washington State Nurses Association
- \*Higher Education Coordinating Board
- \*State Board for Community and Technical Colleges \*Department of Health
- \*Office of Superintendent of Public Instruction
- "Office of Superintendent of Public Instruction
- \*Assoc. of Washington Public Hospital Districts
- \*Workforce Board (WTECB)
- \*Service Employees International Union (Allied Health)
- \*United Food and Commercial Workers Union (Allied Health)
- \*Migrant and Community Health
- \*WA Dental Association



#### Shortages: Current Status

#### **Shortages Continue**

- > 2004 job vacancy survey reported over 8,200 job vacancies in health care
- Over 6,500 of these job vacancies are for jobs that require postsecondary preparation
- > Employers still report difficulty finding personnel

See Progress 2004, pages 4 – 8 for more information.



#### 2004 Hospital Survey

- > Over 80 percent of hospitals report 'very difficult' or 'somewhat difficult' to recruit:
  - Nuclear medical technologists
  - Utlrasound technologists
  - · Radiation therapy technologists
  - Specialized radiology technologists
  - Pharmacists
  - Physical therapists
  - Occupational therapists

- Medical technicians/ clinical lab scientists
- Advanced practice nurses
- Respiratory therapists
- Radiology technologists
- Staff nurses
- Medical records coders
- Medical/Clinical lab technologists

Hospitals employ 37 percent of health care personnel



#### Demand/ Supply Gap Analysis

- > Gap analysis can be completed for select occupations where data available is sufficient:
  - 1,980 more registered nurses each year than are currently entering the workforce
  - 140 more medical and clinical laboratory technologists each year than are currently entering the workforce
  - 130 more postsecondary health specialties teachers each year than are currently entering the workforce
  - 80 more occupational therapists each year than are currently entering the workforce

Source: Workforce Board analysis based on labor market information including forecast job growth. Data applicable for 2002 through 2007. Please note that as supply changes, forecasts change over time.



#### Contributing factors

- Aging population: People over 65 in Washington will number 1.2 million by 2020:
  - People over 65 need more health care
  - More health care workers are retiring
- ❖ Bottlenecks in education programs continue
- Recruitment: Career image and awareness of opportunities
- ❖ Retention: Training for incumbent workers, burnout



## "Crisis or Opportunity?" State Plan for Addressing Shortages

#### 6 Goals:

- Increase educational capacity & efficiency in health care education and training programs to enable more people to gain qualifications to work in health care occupations.
- Recruit more individuals, especially targeted populations into health care occupations, and promote adequate preparation prior to entry.
- 3. Develop a data collection and analysis system to assess health workforce supply and demand.



## The strategy for creating an adequate supply of health care personnel

#### 6 Goals (continued...):

- 4. Retain current health care workers.
- 5. Enable local communities to implement strategies to alleviate the health care personnel shortages in their areas.
- Develop a mechanism to ensure continued collaboration among stakeholders, track progress, create accountability for fulfilling this plan, and to plan for future health workforce needs.



#### **Progress Overview**

- √ Expanded educational capacity
- ✓ Legislative action to address barriers
- ✓ Recruitment initiatives
- ✓ Retention initiatives
- ✓ Data development
- √ Health skill panel achievements



#### **Expanded Educational Capacity**

- ➤ About **\$13.45 million** in state appropriated funds was directed toward expanding capacity in health care education and training programs in 2003-2005:
  - √ High Demand funds
  - √ Workforce development funds
- ➤ Other funds: local workforce development council funds leveraged federal grants, and private contributions via health skill panels

It is estimated that capacity will expand by at least **2,000 FTE's.** About 28 percent (559) of the additional FTE's will form part of the base for future legislative allocations.



## Expanded Educational Capacity: High-Demand Funds

Baccalaureate Institution / Program	03-05
UW, Bachelors of Science in Nursing (32 FTEs)	\$456,000
WSU, Bachelors of Science in Nursing (98 FTEs)	\$1,652,000
CWU, Safety & Health Management (12 FTEs)	\$168,000
EWU, Doctorate of Physical Therapy (8 FTEs)	\$96,000
EWU, Bachelor of Science Dental Hygiene (14 FTEs)	\$102,000
UW, Doctor of Pharmacy (10 FTEs)	\$113,000
WSU, Pharmacy (46 FTEs)	\$929,000
WSU, Pre-Science/Pre-Health Science (30 FTEs)	\$268,130
Total ongoing FTEs = 245 Total	\$3,780,000



#### **Expanded Educational Capacity:**

#### High-Demand Funds

Community and Technical Colleges: Bates, Bellevue, Bellingham (with Skagit/Whatcom), Clover Park with Pierce-Puyallup, Big Bend, Centralia, Clark, Columbia Basin, Everett, Grays Harbor, Lower Columbia, Olympic, Pierce-Ft Steilacoom, Peninsula, Renton, Seattle District, Spokane, Tacoma.

Programs: Associate Degree Nurse, Practical Nurse, Medical Infomatics, Dental Hygiene, and other allied health programs.

- > Total High-Demand Funds 2003-2005: \$3,124,000.
- > Total ongoing FTEs: 314.

See Progress 2004, pages 10 and 11 for more information.



#### **Expanded Educational Capacity:**

#### Other Funds

- State Board for Community and Technical Colleges: workforce development, Integrated Basic Education and Skills Training, Worker Retraining, Center of Excellence in Allied Health (Yakima Valley Community College)
- Other federal state and local funds: federal grant programs, state (Employment Security programs for incumbent worker training), and local funding.
- Total hospital support was over \$18 million in 2003



#### Other Education Initiatives

- SBCTC named Yakima Valley Community College a Center of Excellence in Allied Health: leader, innovator, statewide resource
- Developed core curricula in allied health
- Creating a statewide health careers website aimed at youth: health careers information, educational offerings
- Holding a statewide meeting for allied health faculty in April; leader for teaching the distance learning teacher best methods for instruction in distance learning for allied health
- Clinical Site Coordination: Pierce County/ Puget Sound, Spokane, and Northwest consortiums



#### Legislative Highlights 2004

- ✓ Removing barriers to entry: Engrossed Substitute Senate Bill 6554 eliminates barriers to credentialing for some high- demand occupations, such as registered nurses and dental hygienists
- ✓ Improving articulation: Substitute House Bill 2382 requires the Higher Education Coordinating Board and two- and four-year institutions to develop transfer associate degrees in specific majors, including nursing
- ✓ Increasing diversity: Senate Concurrent Resolution 8419 creates a Joint Select Committee on Health Disparities to consider ways to increase people of color in the health care workforce, among other objectives



#### Legislative Highlights 2003

- ✓ Improving recruitment: Substitute House Bill 1189 allowed hospital districts to reimburse employees for education and training, and for travel to interviews
- ✓ Improving recruitment: Substitute Senate Bill 5966 reduced barriers for dentists from other states to practice in Washington
- Monitoring progress: Engrossed Substitute House Bill 1852 required the Workforce Board to continue to convene health care workforce stakeholders, and report progress annually



#### **Recruitment Initiatives**

- ✓ 2004 Legislature increased biennial funding for the health scholarship and loan repayment program from \$4 million to \$6 million
- ✓ Washington's \$3 million federal award for surpassing performance targets for workforce development programs has been utilized by Workforce Development Councils, in partnership with community and technical colleges and K-12, to fund health career workshops for youth, scholarships for students, and other recruitment programs
- ✓ Yakima Valley Community College, a Center of Excellence in Allied Health is establishing a statewide health careers website aimed at youth following Task Force subcommittee recommendations



#### **Retention Initiatives**

- ✓ Incumbent worker training: Employment Security grants, federal grants: H1-B, Nursing Reinvestment Act, federal high demand funds
- √ Workplace career specialists
- ✓ Revolving funds for tuition for incumbent workers
- ✓ Washington Health Foundation: \$1 million dollar grant supported 7 projects in hospitals to improve nursing retention
- ✓ Skill panels sponsoring workshops; statewide nurse retention conference scheduled for April



#### **Data Project for Targeting Resources**

- ✓ The Workforce Board, in partnership with the Department of Health, contracted with the Social and Economic Science Research Center (SESRC) at Washington State University to assess available health care workforce data, determine gaps, and recommend a coordinated method for collection and maintenance
- ✓ The Task Force recommends collection of data on the supply of health care personnel, an annual survey to all licensed health care personnel (see 2005 priorities)



#### Health Skill Panels

✓ All 12 workforce development areas have local health skill panels consisting of local health care employers, labor and education representatives, convened by Workforce Development Councils

✓ Since 2002 skill panels have leveraged \$1.2 million federal dollars allocated by Governor Locke to raise over \$36 million dollars in other public and private funding to implement local priorities for addressing health care personnel shortages

See report, *Progress 2004*: Appendix C contains summaries of progress for each workforce development area.



#### Health Skill Panels

- ✓ Pacific Mountain: Working with the military and the state nursing commission to recognize military training in the civilian health care work force
- ✓ Benton-Franklin: Provides health careers information to youth via *healthcarework.org*, in 2004 provided health summer camps for youth that included work-based learning and career decision-making support
- ✓ Olympic: Sponsored workshops on site at hospitals for 100 math and science teachers provided context examples for using math and science in a health care setting; health careers camp for 30 high school students



#### Health Skill Panels

- ✓ Tacoma-Pierce: Developed first-in-the-nation apprenticeship programs for health unit coordinator, computed tomography, and magnetic resonance imaging, created a satellite invasive cardiovascular technologist program; created nursing residency programs
- ✓ Eastern (7 counties): Sponsored health careers fairs for high school students; creating a health careers website
- ✓ Seattle-King: Careers pathways program assists incumbent workers to move up the career ladder; developed a workplace literacy program customized to meet employer and incumbent worker needs



#### Health Skill Panels

- ✓ North Central: Working with long-term care providers to build Nursing Assistant preparation and certification programs into school district careers pathway programs; provided \$50,000 in financial aid for 16 of 32 new nursing students
- ✓ Northwest: Received Governor's Best Practice Award in Workforce Development for work with school districts and colleges to recruit youth into health care programs; 200 middle and high school students attended health camps, 58 low-income and at-risk youth participated in internships, over 620 middle and high school students have participated in health careers fairs



#### Health Skill Panels

✓ Snohomish: Developed Resorative Aide/ Practical Nurse Career Ladder apprenticeship for long-term care; developed tool to assist students to transfer between nursing programs; provided incumbent worker training; provided program that connected health care employers and WorkSource staff

✓ Southwest WA: mapped educational needs for health care programs – faculty, pre-requisites, waiting lists; worked with the skills center and school district to expand health care careers pathways in K-12; hired a WorkSource career specialist at hospitals to assist incumbent workers achieve educational goals



#### Health Skill Panels

✓ Tri-County: supported Farm Workers Clinic program to develop health careers pathways in K-12; hired a workSource career specialist at Yakima Valley Memorial Hospital to connect incumbent workers with educational opportunities; Senior Project seminar to be offered to 40 students on-site at the hospital; scholarships

✓ Spokane: Increased clinical site availability by 20% through coordination; identified nursing specialty programs needed; reduced pre-requisite waiting lists in anatomy and physiology



#### Task Force Committees in 2004

- ✓ Core curricula committee: Examined core curricula in health care programs in other states, and Yakima Valley Community College Washington's allied health core curricula. SBCTC will work with the colleges to expand articulation of the core
- ✓ Faculty committees for nursing and allied health: Examined national current local initiative; Made further recommendations for improving recruitment, retention, and diversity of faculty
- ✓ Website committee: Examined youth website in other states, Michigan's found to be a good model, Yakima Valley Community College with assistance from other partners will coordinate the development of this site



#### 2005 Task Force Priorities

- Provide funds to health care education and training programs to expand capacity and allow for the higher costs of providing these programs (support budget requests)
- Increase availability, diversity, and retention of health care faculty in high demand health care programs that have difficulty recruiting faculty (support school programs to increase recruitment and retention and budget requests)
- Collect data on health workforce supply. This is critical to guide cost effective workforce planning (budget appropriation needed)



#### Task Force 2005 Priorities (continued...)

- Provide health career exploration and adequately prepare youth for postsecondary health care programs (more health programs in high schools, work-based learning, youth website)
- Increase efficiency in health care education and training programs (expand Yakima Valley Community College's core curricula in allied health to other colleges and programs)
- ➤ Enable local areas to address their priority shortages (support budget request for skill panels)



## Navigating the report: *Progress 2004*

Main Report: Pages 1- 15

Shortages Update, Progress Highlights, Committee Reports

Committee Reports: Pages 16 - 30 Appendix A for Progress by Strategy

Appendix B: Outcome Measures

Appendix C progress for each local area

Appendix D: 2004 committee membership



## The Northwest Alliance for Healthcare Skills: *Achievements of a local health skill panel*

- A few highlights...
- ✓ Expanded nursing program capacity
- √Created blended ESL and health occupations classes
- ✓Trained incumbent workers to fill high demand positions
- ✓ Created new radiology technology programs offered at three community colleges
- ✓Increasing awareness among young people of careers in health care: local youth website, and health careers camps



For publications and other information go to the Task Force web page at:

#### http://www.wtb.wa.gov/HEALTHCARETASKFORCE.HTM

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The Workforce Training and Education Coordinating Board



Working Paper #94

## Health Professions Education in Washington State: 1996-2004 Completion Statistics

November 2004

by

Davis G. Patterson, MA Susan M. Skillman, MS

This study was performed by the University of Washington Center for Health Workforce Studies (CHWS) through a contract with the Washington State Workforce Training and Education Coordinating Board. The UW CHWS receives core support from the National Center for Health Workforce Analysis (NCHWA), Bureau of Health Professions (BHPr), Health Resources and Services Administration (HRSA).



### ABOUT THE WORKFORCE CENTER

The WWAMI Center for Health Workforce Studies at the University of Washington Department of Family Medicine is one of six regional centers funded by the National Center for Health Workforce Analysis (NCHWA) of the federal Bureau of Health Professions (BHPr), Health Resources and Services Administration (HRSA). Major goals are to conduct high-quality health workforce research in collaboration with the BHPr and state agencies in Washington, Wyoming. Alaska, Montana, and Idaho (WWAMI); to provide methodological expertise to local, state, regional, and national policy makers; to build an accessible knowledge base on workforce methodology, issues, and findings; and to provide wide dissemination of project results in easily understood and practical form to facilitate appropriate state and federal workforce policies.

The Center brings together researchers from medicine, nursing, dentistry, public health, the allied health professions, pharmacy, and social work to perform applied research on the distribution, supply, and requirements of health care providers, with emphasis on state workforce issues in underserved rural and urban areas of the WWAMI region. Workforce issues related to provider and patient diversity, provider clinical care and competence, and the cost and effectiveness of practice in the rapidly changing managed care environment are emphasized.

The WWAMI Rural Health and Health Workforce Research Center Working Paper Series is a means of distributing prepublication articles and other working papers to colleagues in the field. Your comments on these papers are welcome and should be addressed directly to the authors. Questions about the WWAMI Center for Health Workforce Studies should be addressed to:

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The WWAMI Center for Health Workforce Studies receives core support from the Bureau of Health Professions' National Center for Health Workforce Information and Analysis. Grant No. 1U76-MB-10006-03; \$250,000; 100%.

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# Health Professions Education in Washington State: 1996-2004 Program Completion Statistics

DAVIS G. PATTERSON, MA SUSAN M. SKILLMAN, MS

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#### INTRODUCTION

This report documents completions of postsecondary health career educational programs throughout Washington State. Each page summarizes program completions for one of 36 selected health education programs. The term "completion" as used in this report encompasses graduation from degree programs (e.g., registered nurses, dentists) as well as completion of a course of study leading to a nondegreed credential (e.g., home health aides, nurse assistants). This report covers the period from 1995-96 through 2003-04. Trend data include absolute numbers of program completions by gender, population-adjusted completion rates, and completions by race/ethnicity. Throughout the report, each academic year, beginning in July and ending in June, is referred to by the calendar year in which the academic year ended, e.g., 2003-04 is referred to as 2004.

#### **DATA SOURCES**

Data for this report come from the Integrated Postsecondary Education Data System (IPEDS) of the National Center for Education Statistics for 1996-97 through 2002-03. IPEDS is a systematic survey of educational organizations whose primary purpose is to provide postsecondary education. IPEDS does not collect data from organizations that are not primarily educational in nature, for example, hospitals that offer nursing diploma programs. For this reason, the numbers of health career program completers may be underestimated for some professions, such as nurse aides (for whom training is also provided by hospitals and long-term care facilities). More information about the IPEDS is available at http://nces.ed.gov/ipeds/ and http://www.nsf.gov/sbe/srs/sipeds/.

IPEDS data for 2003-04 were not yet available at the time this report was produced. Data for the 2003-04 year come from the Washington State Board for Community and Technical Colleges (SBCTC). These data include public institutions granting degrees or

certificates up to the associate degree level. As a result, no data are included in this report for the year 2003-04 for occupations where training extends beyond the associate level (e.g., medicine), or where training programs are offered in private-sector institutions. One exception is physician assistants, for whom the University of Washington's MEDEX Northwest, the only physician assistant training program in Washington State, has provided complete data through 2004.

State population data are from the Bureau of the Census. Population-adjusted figures are based on population estimates as of July 1 in each year. We estimated July 1, 2004 population by extrapolating from census trend estimates through April 2004.

**Gender:** IPEDS provides complete counts by gender, imputing for missing data. We also imputed for a very small number of missing values in SBCTC gender counts.

Race and Ethnicity: Bureau of the Census data on race and ethnicity of the Washington State population in 2000 are presented for comparison with the corresponding data for each occupation. The Census changed its methods for collecting race and ethnicity data in 2000, preventing direct category-by-category comparisons between the census population race/ethnicity data and the completers' race/ethnicity data in this report.

The 2000 census asked for race and ethnicity separately and for the first time allowed respondents to report more than one race. The question on Hispanic

ethnicity was modified to "Hispanic or Latino." Racial categories were also amended: "Asian or Pacific Islander" was disaggregated into "Asian" and "Native Hawaiian and Other Pacific Islander."

The 2000 state population demographics shown here reflect these changes in data collection and reporting. Figure 1 presents the total population distribution for those reporting just one race of the five main census categories, some other race, and more than one race. Figure 2 presents the proportions reporting

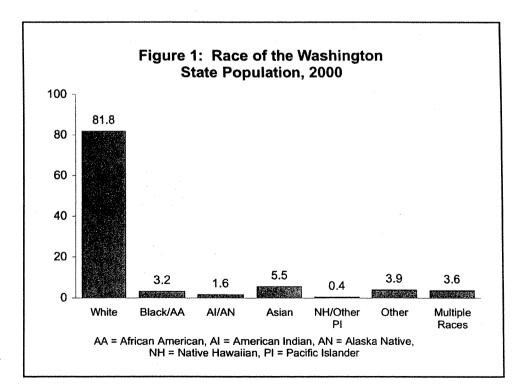
Hispanic or Latino Ethnicity and the single racial/ ethnic combination of those who reported their race as "White" only but not Hispanic or Latino ethnicity.

Completions data on race/ethnicity reported by IPEDS categorize completers into one and only one of the following racial/ethnic designations:

- · White, non-Hispanic.
- · Hispanic.
- · Black, non-Hispanic.
- · Asian or Pacific Islander.
- · American Indian or Alaskan Native.
- · Nonresident alien.
- · Unknown.

The University of Washington's MEDEX Northwest (for physician assistants) uses a similar classification system, and SBCTC uses the same classification system as IPEDS with the addition of a multiple race category. Nonresident aliens are excluded from all data reported here. The lack of strict comparability between 2000 census figures and the racial/ethnic data reported here must be borne in mind.

Some racial/ethnic data were missing from the data sets. We have noted percentages of missing racial/ethnic data for each profession. We break down completions in this report by race and ethnicity, basing these percentages on only those completers for whom race and ethnicity were known (thus excluding from the denominator those completers whose racial/ethnic data were missing). In 2003-04 data, multiple race completions (a small number) are counted in the minority category in the figures displaying proportions



of whites versus all racial/ethnic minorities. Multiple race completions are not reported in figures displaying detailed breakdowns of minority race/ethnicity, but because the numbers reporting multiple races are so small, this does not significantly affect the results.

#### LIMITATIONS OF THE DATA

The data presented in this report are subject to the following conditions that may cause some undercounting of program completions. IPEDS attempts to conduct a complete census of all postsecondary educational organizations. Coverage is thought to be high, with response rates above 90 percent. Yearly verification is performed using accreditation lists, but it is not known how many institutions are missed. Although IPEDS imputes for nonresponses, the extent of the undercount for missing institutions, nonresponses, and specific health occupations where training is available outside of educational institutions is unknown.

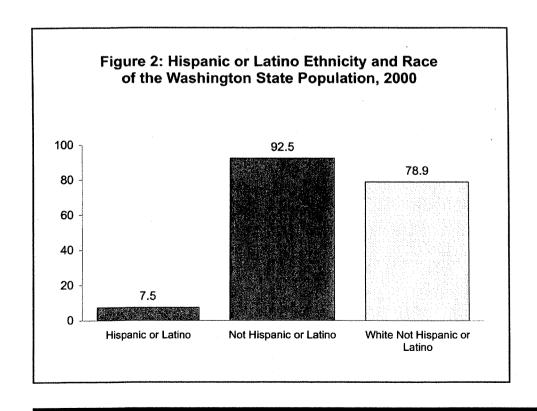
## THE UNIVERSITY OF WASHINGTON CENTER FOR HEALTH WORKFORCE STUDIES

The WWAMI Center for Health Workforce Studies was established in 1998 at the University of Washington with funding from the U.S. Health Resources and Services Administration (HRSA), Bureau of Health Professions. The overall aim of the Center is to facilitate the production and distribution of

an appropriate health care workforce that can meet the health care needs of the population in terms of access, quality, and cost, with an emphasis on primary care service provision to the underserved. The Center for Health Workforce Studies' objectives are:

- To conduct relevant health workforce research and policy analysis in collaboration with federal and state agencies.
- To provide consultation to local, state, regional and national policy makers on health workforce issues.
- To develop and refine analytical methods for measuring health workforce supply and requirements.
- To contribute to the understanding of health workforce issues and findings.
- To disseminate project results to a wide audience.

The Center brings together a multidisciplinary team of researchers who collaboratively perform health workforce analyses and who work in close collaboration with the states, regional and national health policy makers. L. Gary Hart, PhD, is the Center's Director. In carrying out its mission, Center staff work cooperatively with the National Center for Health Workforce Analysis at the Bureau of Health Professions to develop a research agenda focused on improving the distribution, diversity, supply, and competence of the nation's health workforce.



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Forecasting Division, Office of Financial Management, State of Washington. Table 4: 2004 population trends. Available at http://www.ofm.wa.gov/pop/poptrends/index.htm. Accessed November 4, 2004.

Johnston, Jennifer. Personal communication. MEDEX Northwest, University of Washington, Seattle, WA, November 2004.

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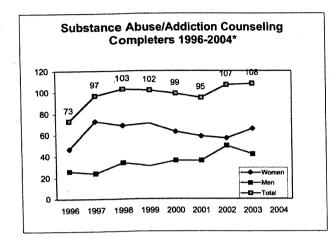
Population Division, U.S. Census Bureau. Table 1: annual estimates of the population for the United States and states, and for Puerto Rico: April 1, 2000 to July 1, 2003. Release date: December 18, 2003. Last revised date: May 11, 2004.

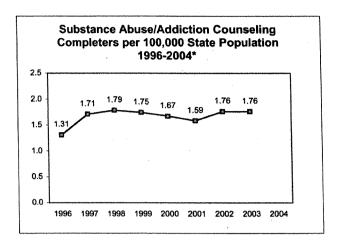
Population Division, U.S. Census Bureau. Table CO-EST2001-12-00—time series of intercensal state population estimates: April 1, 1990 to April 1, 2000. Release date: April 11, 2002.

Whittaker, Doug. Personal communication. Washington State Board for Community and Technical Colleges, September 2004.

#### Health Professions Education in Washington State

#### **Substance Abuse/Addiction Counseling Program Completers**

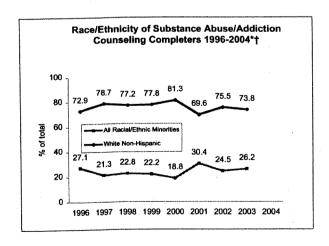


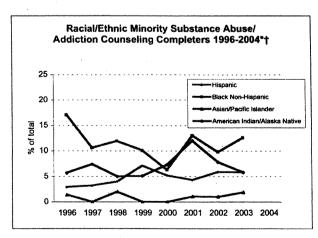


- Twelve community and technical colleges and universities in the state offered substance abuse/addiction counseling programs in 2003.
- There are several types of substance abuse/addiction counseling programs in Washington. The number of program completions from 1996-2003 by type of program is as follows:

	Number of Program Completions*							
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003
Less than two years	39	46	49	50	32	32	63	55
Associate	34	51	54	50	64	39	38	51
Baccalaureate				•	•	4	3	1
Master's						15	1	
Other				2	3	5	2	1

- Total annual program completions increased by 47.9% from 1996 to 2003.
- Completions per 100,000 population increased by 34.4% over the same time period.
- 64.4% of program completers were female in 1996 compared to 61.1% in 2003.





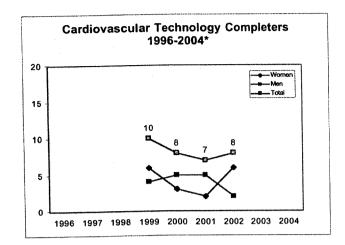
Data sources: see introduction.

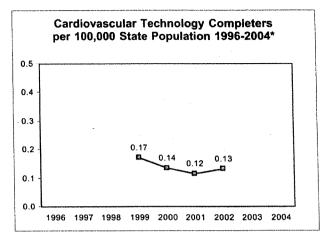
<sup>\*</sup> Complete data not available for 2004.

<sup>†</sup> Race/ethnicity were not reported for a range of 1.9% to 4.7% of completers each year (these data were missing for 4.6% of completers in 2003).

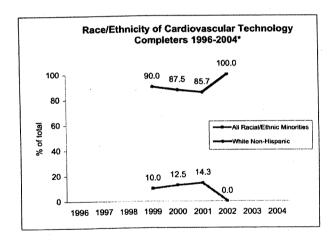
#### Health Professions Education in Washington State

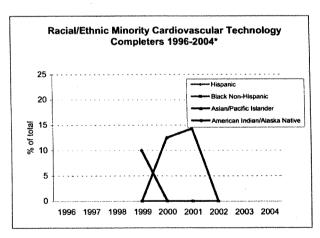
#### **Cardiovascular Technology Program Completers**





- The state had one cardiovascular technology program at Spokane Community College in 2002 at the associate degree level. No programs were reported in the state prior to 1999.
- Total annual program completions decreased by 20.0% from 1999 to 2002.
- Completions per 100,000 decreased by 23.5% over the same time period.
- 60.0% of program completers were female in 1999 compared to 75.0% in 2002.

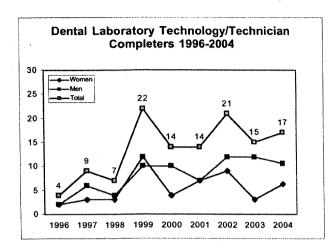


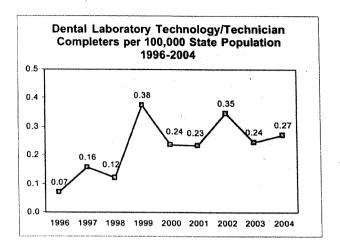


Data sources: see introduction.

<sup>\*</sup> Data not reported for 1996-1998, 2003-2004.

#### **Dental Laboratory Technology/Technician Program Completers**

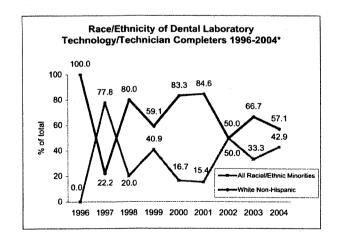


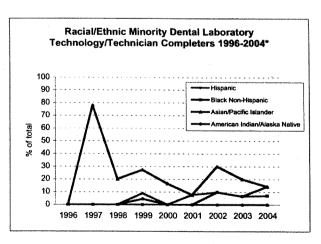


- The state had one dental laboratory technology/technician program at Bates Technical College in 2004.
- There are several program tracks for dental laboratory technology/technicians. The number of program completions from 1996-2004 by program track is as follows:

	Number of Program Completions								
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	2004
Less than two years				6	1	1	1	2	5
Associate		9	7	6	2 .	5	6	3 ·	2
Other	4			10	11	8	14	10	10

- Total annual program completions increased by 325% from 1996 to 2004.
- Completions per 100,000 population increased by 286% over the same time period.
- 50.0% of program completers were female in 1996 compared to 37.5% in 2004.

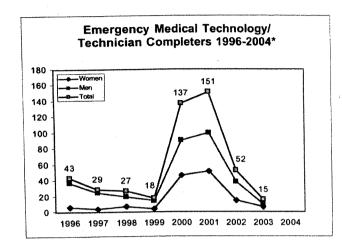


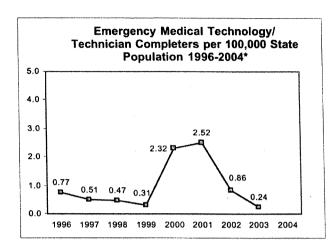


<sup>\*</sup> Race/ethnicity data were complete in 1997, 1999, and 2003 but were not reported for a range of 4.8% to 28.6% of completers each year (these data were missing for 17.6% of completers in 2004).

Data sources: see introduction.

### Emergency Medical Technology/Technician Program Completers

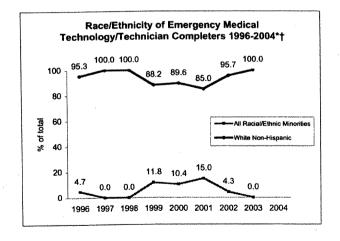


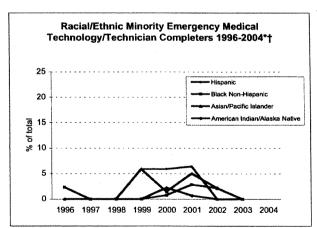


- Four community and technical colleges and one university in the state offered emergency medical technology/technician programs in 2003.
- There are several types of emergency medical technology/technician programs in Washington.
   The number of program completions from 1996-2003 by type of program is as follows:

	Number of Program Completions*									
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003		
Less than two years	27	17	5	2	121	136	24			
Associate	2	3	1	2	. 7	4	14	8		
Baccalaureate	14	9	21	14	9	11	14	7		

- Total annual program completions decreased by 65.1% from 1996 to 2003.
- Completions per 100,000 population decreased by 68.8% over the same time period.
- 14.0% of program completers were female in 1996 compared to 40.0% in 2003.

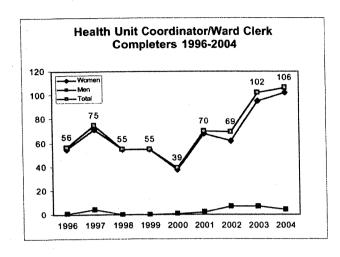


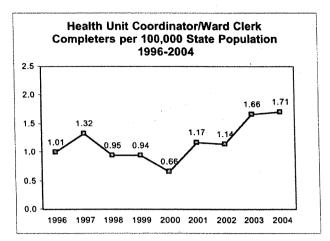


<sup>\*</sup> Complete data not available for 2004.

<sup>†</sup> Race/ethnicity data were complete for 1996, 1997, and 2003 but not reported for a range of 1.5% to 11.5% of completers in other years.

### Health Unit Coordinator/Ward Clerk Program Completers

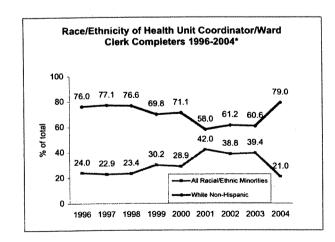


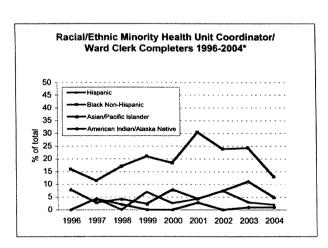


- Four community and technical colleges in the state offered health unit coordinator/ward clerk programs in 2004.
- There are two types of health unit coordinator/ward clerk programs in Washington. The number of program completions from 1996-2004 by type of program is as follows:

		Number of Program Completions										
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	2004			
Less than two years	49	69	45	50	34	70	68	101	100			
Associate	7	6	10	5	5		1	1	6			

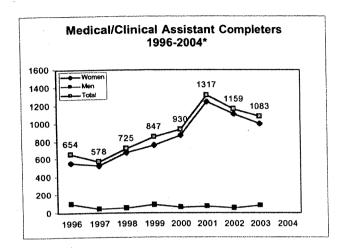
- Total annual program completions increased by 89.3% from 1996 to 2004.
- Completions per 100,000 population increased by 69.3% over the same time period.
- 98.2% of program completers were female in 1996 compared to 96.2% in 2004.

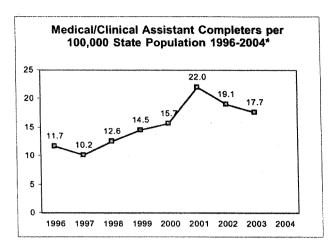




\* Race/ethnicity were not reported for a range of 1.4% to 21.8% of completers each year (these data were missing for 5.7% of completers in 2004).

### **Medical/Clinical Assistant Program Completers**

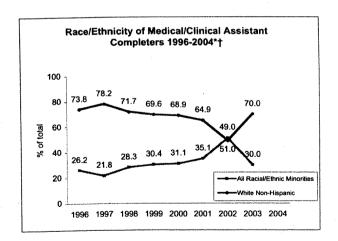


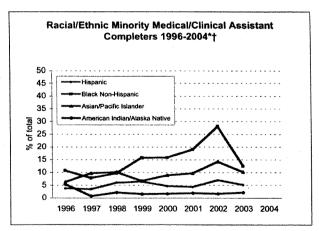


- Twenty-three community and technical colleges and institutes in the state offered medical/clinical assistant programs in 2003.
- There are several types of medical/clinical assistant programs in Washington. The number of program completions from 1996-2003 by type of program is as follows:

	Number of Program Completions*								
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	
Less than two years	575	501	620	762	875	1,265	1,106	971	
Associate	69	68	73	62	46	52	53	95	
Other	10	9	32	23	9			17	

- Total annual program completions increased by 65.6% from 1996 to 2003.
- Completions per 100,000 population increased by 51.3% over the same time period.
- 84.7% of program completers were female in 1996 compared to 92.3% in 2003.

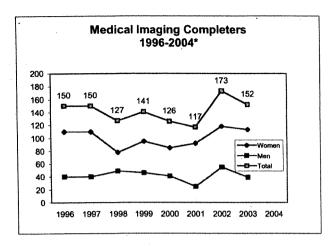


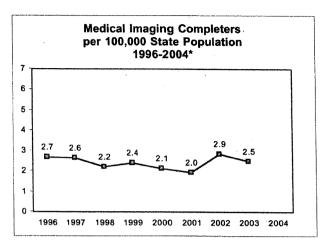


<sup>\*</sup> Complete data not available for 2004.

<sup>†</sup> Race/ethnicity were not reported for a range of 3.4% to 14.7% of completers each year (these data were missing for 12.3% of completers in 2003).

### **Medical Imaging Program Completers**

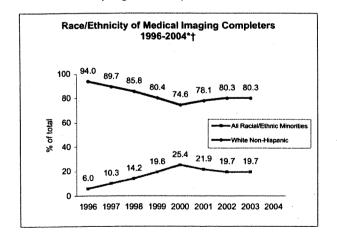


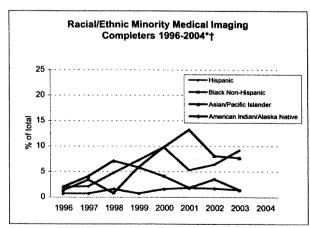


- Five community and technical colleges and institutes and one university in the state offered medical imaging programs in 2003. Medical imaging included medical radiologic technology/technician, radiation therapy, nuclear medical technology, and diagnostic medical sonography technician programs.
- There are several types of medical imaging programs in Washington. The number of program completions from 1996-2003 by type of program is as follows:

	Number of Program Completions*									
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003		
Less than two years	17	21	18	21	18	1	21	10		
Associate	107	112	103	109	95	107	137	122		
Baccalaureate	18	17	6	11	13	9	15	20		
Other	8									

- Total annual program completions increased by 1.3% from 1996 to 2003.
- Completions per 100,000 population decreased by 7.4% over the same time period.
- 73.3% of program completers were female in 1996 compared to 74.3% in 2003.

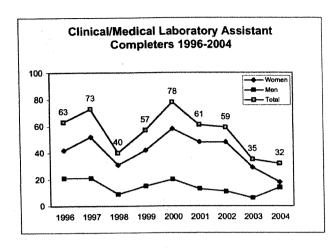


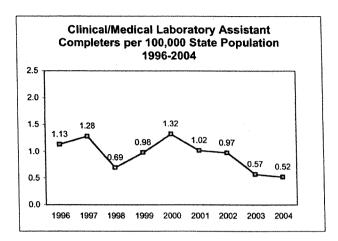


<sup>\*</sup> Complete data were not available for 2004.

<sup>†</sup> Race/ethnicity data were complete in 1996, 1998, and 2002, but not reported for a range of 2.1% to 6.6% of completers in other years (these data were missing for 6.6% of completers in 2003).

### Clinical/Medical Laboratory Assistant Program Completers

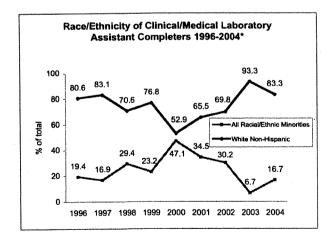


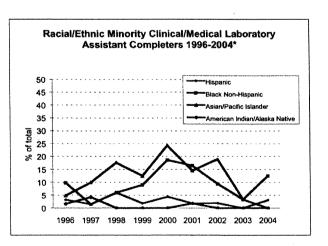


- Six community and technical colleges and institutes in the state offered clinical/medical laboratory assistant programs in 2004.
- There are two types of clinical/medical laboratory assistant programs in Washington. The number of program completions from 1996-2004 by type of program is as follows:

	Number of Program Completions										
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	2004		
Less than two years	11	15	3	21	50	40	41	11	2		
Associate	52	58	37	36	28	20	18	24	30		
Baccalaureate						1					

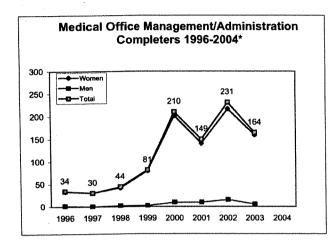
- Total annual program completions decreased by 49.2% from 1996 to 2004.
- Completions per 100,000 population decreased by 54.0% over the same time period.
- 66.7% of program completers were female in 1996 compared to 56.2% in 2004.

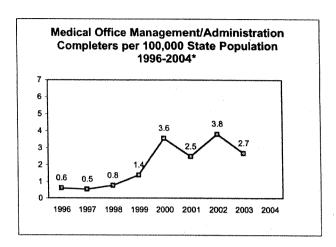




<sup>\*</sup> Race/ethnicity data were complete in 2004 but were not reported for a range of 1.6% to 15.0% in other years.

### Medical Office Management/Administration Program Completers

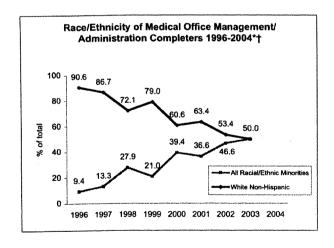


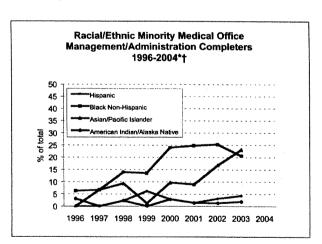


- Five community and technical colleges in the state offered medical office management/administration programs of less than two years in 2003.
- There are two types of medical office management/administration programs in Washington.
   The number of program completions from 1996-2004 by type of program is as follows:

		Number of Program Completions*									
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003			
Less than two years	34	30	44	81	210	148	230	161			
Associate						1	1	3			

- Total annual program completions increased by 382% from 1996 to 2003.
- Completions per 100,000 population increased by 350% over the same time period.
- 97.1% of program completers were female in 1996 compared to 97.0% in 2003.

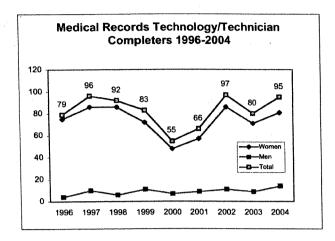


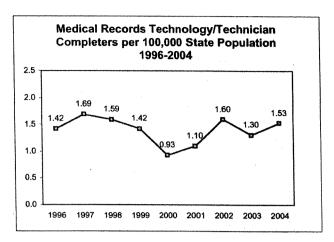


<sup>\*</sup> Complete data not available for 2004.

<sup>†</sup> Race/ethnicity were complete in 1997 and 1999 but not reported for a range of 1.0% to 5.9% of completers other years (these data were missing for 2.4% of completers in 2003).

### Medical Records Technology/Technician Program Completers

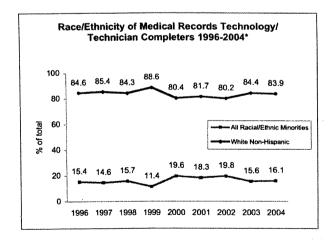


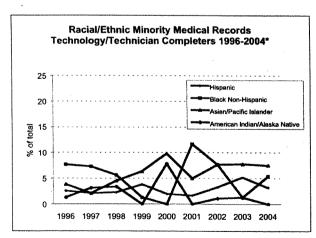


- Seven community and technical colleges in the state offered medical records technology/technician programs in 2004.
- There are two types of medical records technology/technician programs in Washington. The number of program completions from 1996-2004 by type of program is as follows:

		Number of Program Completions											
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	2004				
Less than two years	31	39	26	30	24	20	68	48	55				
Associate	48	57	<b>6</b> 6	53	31	46	29	32	40				

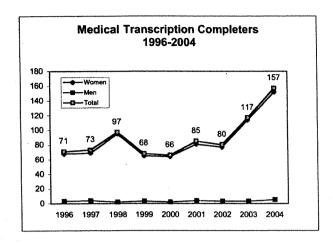
- Total annual program completions increased by 20.3% from 1996 to 2004.
- Completions per 100,000 population increased by 7.7% over the same time period.
- 94.9% of program completers were female in 1996 compared to 85.3% in 2004.

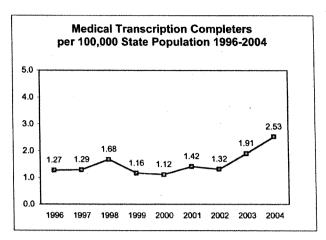




<sup>\*</sup> Race/ethnicity data were complete in 1997 but were not reported for a range of 1.3% to 9.1% of completers each year (these data were missing for 7.8% of completers in 2004).

### **Medical Transcription Program Completers**

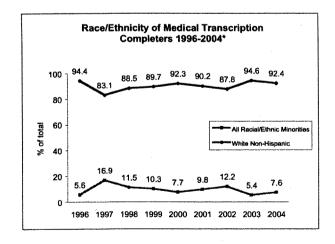


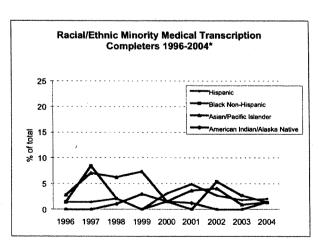


- Thirteen community and technical colleges in the state offered medical transcription programs in 2004.
- There are two types of medical transcription programs in Washington. The number of program completions from 1996-2004 by type of program is as follows:

		Number of Program Completions										
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	2004			
Less than two years	71	73	95	67	66	83	79	116	157			
Associate	ĺ		2	1	•	2	1	1				

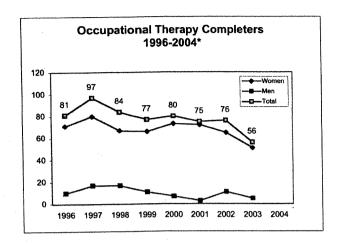
- Total annual program completions increased by 121% from 1996 to 2004.
- Completions per 100,000 population increased by 99.2% over the same time period.
- 95.8% of program completers were female in 1996 compared to 96.8% in 2004.

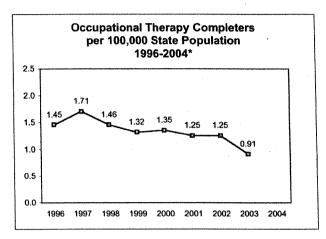




<sup>\*</sup> Race/ethnicity data were complete in 1996 and 1999 but not reported for a range of 1.0% to 7.6% of completers in other years (these data were missing for 7.6% of completers in 2004).

### **Occupational Therapy Program Completers**

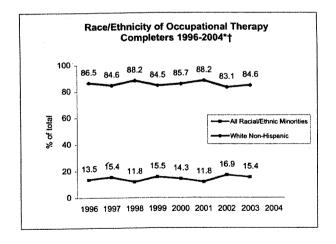


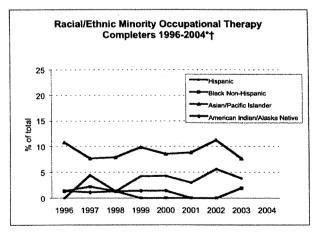


- Three universities in the state offered occupational therapy programs in 2003.
- There are two types of occupational therapy programs in Washington. The number of program completions from 1996-2003 by type of program is as follows:

	Number of Program Completions*										
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003			
Baccalaureate	70	77	70	62	64	56	41	23			
Master's	11	20	14	15	16	19	35	33			

- Total annual program completions decreased by 30.9% from 1996 to 2003.
- Completions per 100,000 population decreased by 37.2% over the same time period.
- 87.7% of program completers were female in 1996 compared to 91.1% in 2003.

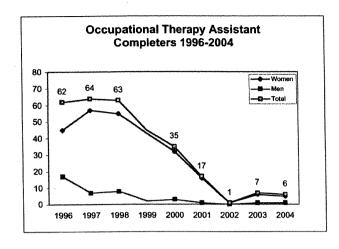


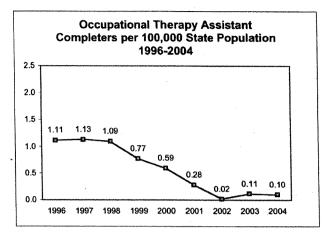


<sup>\*</sup> Complete data not available for 2004.

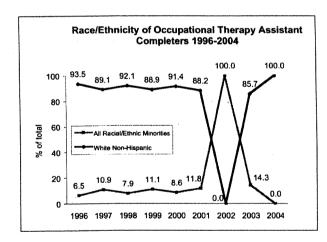
<sup>†</sup> Race/ethnicity were not reported for a range of 6.2% to 12.5% of completers each year (these data were missing for 7.1% of completers in 2003).

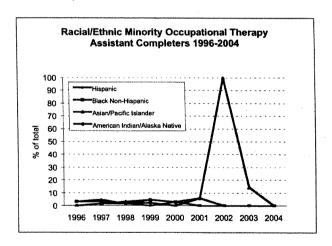
### **Occupational Therapy Assistant Program Completers**



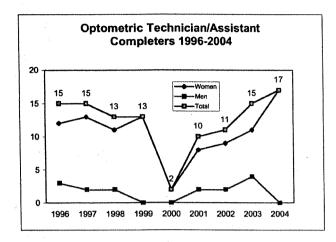


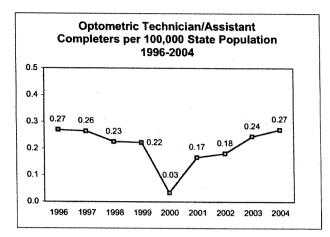
- The state had one associate-level occupational therapy assistant program at Green River Community College in 2004.
- Total annual program completions decreased by 90.3% from 1996 to 2004.
- Completions per 100,000 population decreased by 91.0% over the same time period.
- 72.6% of program completers were female in 1996 compared to 83.3% in 2004.





### **Optometric Technician/Assistant Program Completers**

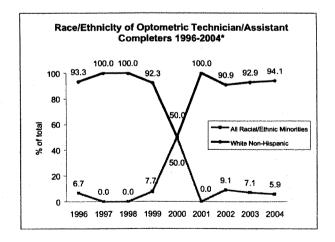


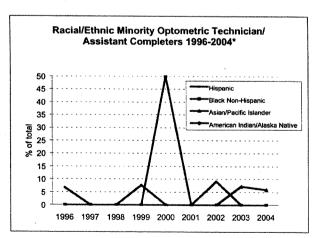


- The state had one optometric technician/assistant program at Spokane Community College in 2004.
- There are two types of optometric technician/assistant programs in Washington. The number of program completions from 1996-2004 by type of program is as follows:

		Number of Program Completions											
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	2004				
Less than two years	11	6	10	9	2	8	8	10	9				
Associate	4	9	3	4		2	3	. 5	8				

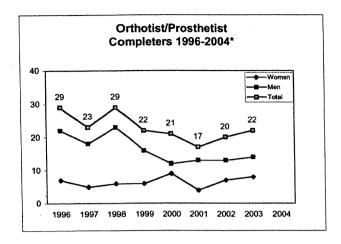
- Total annual program completions increased by 13.3% from 1996 to 2004.
- Completions per 100,000 population remained unchanged over the same time period.
- 80.0% of program completers were female in 1996 compared to 100% in 2004.

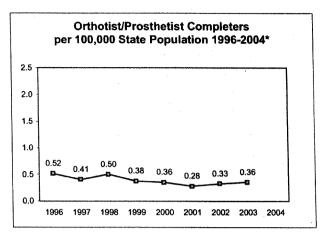




<sup>\*</sup> Race/ethnicity data were complete for all years except 2003 when these data were not reported for 6.7% of completers.

### **Orthotist/Prosthetist Program Completers**

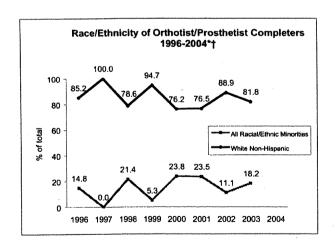


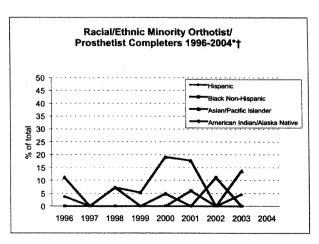


- One community college and one university in the state offered orthotist/prosthetist programs in 2003.
- There are several types of orthotist/prosthetist programs in Washington. The number of program completions from 1996-2003 by type of program is as follows:

	Number of Program Completions*								
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	
Less than two years	9	8	7	4	1	2	2	. 2	
Associate	7	4	9	6	10	3	8	7	
Baccalaureate	13	11	13	12	10	12	10	13	

- Total annual program completions decreased by 24.1% from 1996 to 2003.
- Completions per 100,000 population decreased by 30.8% over the same time period.
- 24.1% of program completers were female in 1996 compared to 36.4% in 2003.

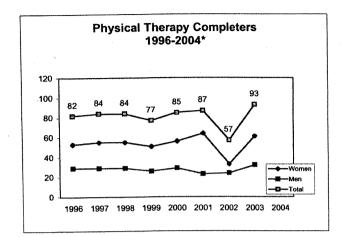


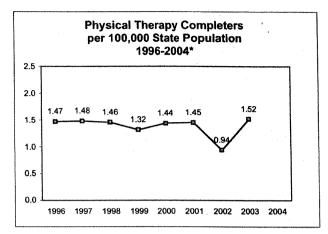


<sup>\*</sup> Complete data not available for 2004.

<sup>†</sup> Race/ethnicity data were complete for 2000, 2001, and 2003 but not reported for a range of 3.4% to 13.6% of completers in other years.

### **Physical Therapy Program Completers**

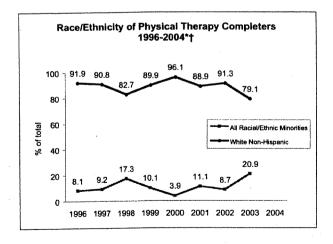


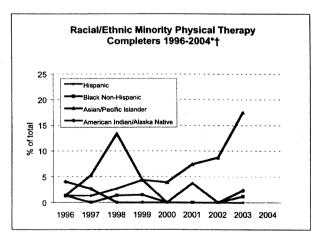


- Three universities in the state offered physical therapy programs in 2003.
- 2002 was a transition year from the baccalaureate to the master's degree, resulting in a temporarily low number of graduates. All post-2001 graduates receive the master's degree.
   The number of program completions from 1996-2003 by type of program is as follows:

		Number of Program Completions*									
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003			
Baccalaureate	54	52	24	23	24	24					
Master's	28	32	60	54	61	63	57	93			

- Total annual program completions increased by 13.4% from 1996 to 2003.
- Completions per 100,000 population increased by 3.4% over the same time period.
- 64.6% of program completers were female in 1996 compared to 65.6% in 2003.

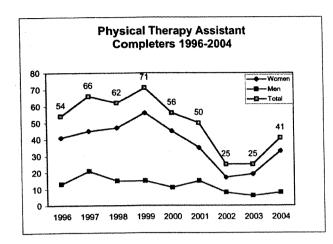


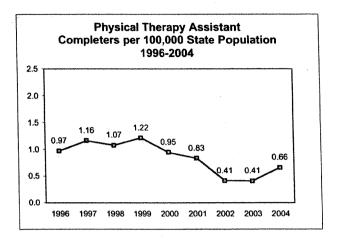


<sup>\*</sup> Complete data not available for 2004.

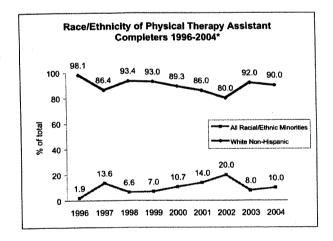
<sup>†</sup> Race/ethnicity were not reported for a range of 6.9% to 19.3% of completers each year (these data were missing for 7.5% of completers in 2003).

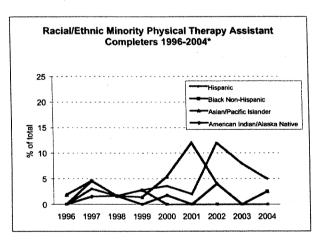
### **Physical Therapy Assistant Program Completers**





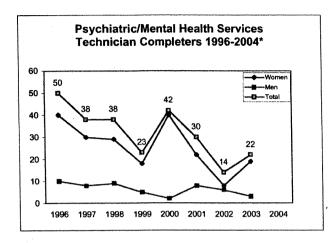
- Three community colleges in the state offered physical therapy assistant programs at the associate degree level in 2004.
- Total annual program completions decreased by 24.1% from 1996 to 2004.
- Completions per 100,000 population decreased by 32.0% over the same time period.
- 75.9% of program completers were female in 1996 compared to 80.5% in 2004.

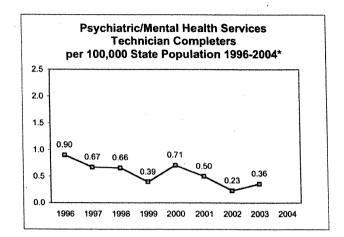




<sup>\*</sup> Race/ethnicity data were complete for all years except 1998 when these data were missing for 1.6% of completers, and 2004, when these data were missing for 2.4% of completers.

### Psychiatric/Mental Health Services Technician Program Completers

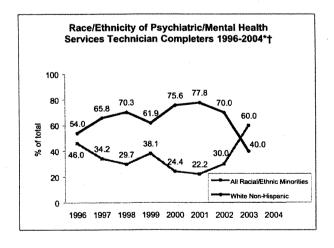


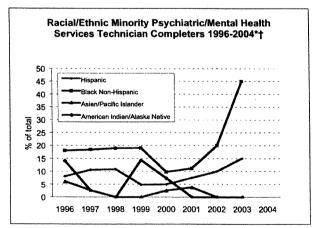


- Three community colleges in the state offered psychiatric/mental health services technician programs in 2003.
- There are several types of psychiatric/mental health services technician programs in Washington. The number of program completions from 1996-2003 by type of program is as follows:

		Number of Program Completions*									
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003			
Less than two years	36	28	29	18	18	29	13	21			
Associate	6	8	2	4	1	. 1	1	1			
Baccalaureate	8	2	7	1	23						

- Total annual program completions decreased by 56.0% from 1996 to 2003.
- Completions per 100,000 population decreased by 60.0% over the same time period.
- 80.0% of program completers were female in 1996 compared to 86.4% in 2003.

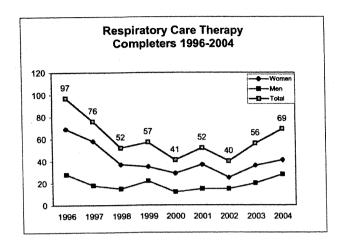


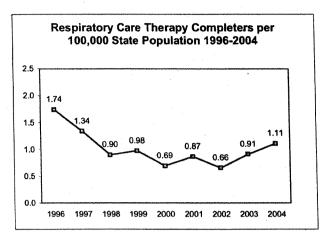


Complete data not available for 2004.

<sup>†</sup> Race/ethnicity data were complete for 1996 and 1997 but not reported for a range of 2.4% to 28.6% of completers each year (these data were missing for 9.1% of completers in 2003).

### **Respiratory Care Therapy Program Completers**

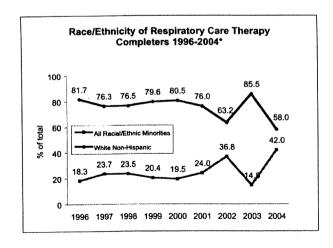


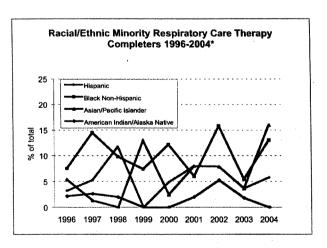


- Four community colleges in the state offered respiratory care therapy programs in 2004.
- There are two types of respiratory care therapy programs in Washington. The number of program completions from 1996-2004 by type of program is as follows:

		Number of Program Completions									
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	2004		
Less than two years	24	30	14	14	13	10	9				
Associate	73	46	38	43	28	42	31	46	69		
Other								10			

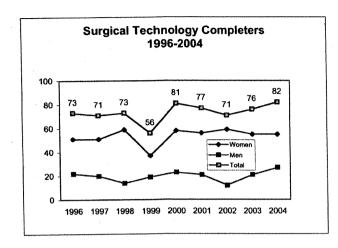
- Total annual program completions decreased by 28.9% from 1996 to 2004.
- Completions per 100,000 population decreased by 36.2% over the same time period.
- 71.1% of program completers were female in 1996 compared to 59.4% in 2004.

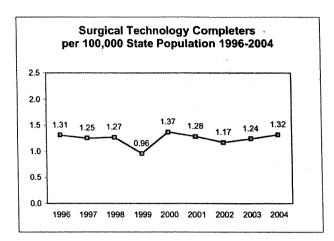




<sup>\*</sup> Race/ethnicity data were complete in 1997, 2000, and 2004 but not reported for a range of 1.8% to 5.3% of completers in other years. Data sources: see introduction.

### **Surgical Technology Program Completers**

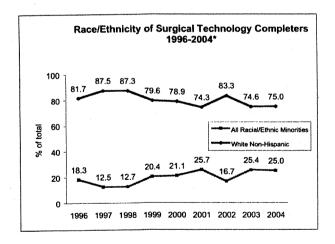


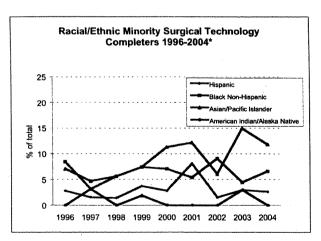


- Five community and technical colleges in the state offered surgical technology programs in 2004.
- There are two types of surgical technology programs in Washington. The number of program completions from 1996-2004 by type of program is as follows:

			Nui	nber of Pr	ogram Cor	npletions			
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	2004
Less than two years	58	56	55	44	63	54	64	59	67
Associate	15	15	18	12	18	23	7	17	15

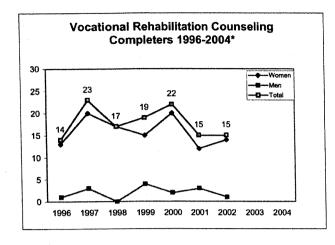
- Total annual program completions increased by 12.3% from 1996 to 2004.
- Completions per 100,000 population remained virtually unchanged over the same time period.
- 69.9% of program completers were female in 1996 compared to 67.1% in 2004.

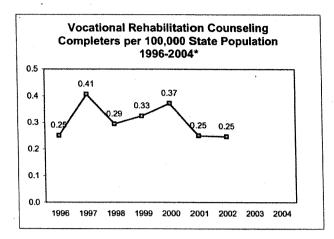




<sup>\*</sup> Race/ethnicity were not reported for a range of 2.7% to 12.3% of completers each year (these data were missing for 7.3% of completers in 2004).

### **Vocational Rehabilitation Counseling Program Completers**

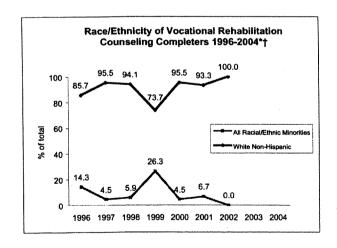


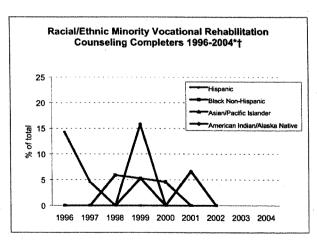


- Three community colleges and universities in the state offered vocational rehabilitation counseling programs in 2002.
- There are several types of vocational rehabilitation counseling programs in Washington.
   The number of program completions from 1996-2002 by type of program is as follows:

	Number of Program Completions*										
Type of Program	1996	1997	1998	1999	2000	2001	2002				
Less than two years	8	14	5	8	7	5	5				
Associate	6	9	12	9	12	8	7				
Master's				2	3	2	3				

- Total annual program completions increased by 6.7% from 1996 to 2002.
- Completions per 100,000 population remained unchanged over the same time period.
- 92.9% of program completers were female in 1996 compared to 93.3% in 2002.

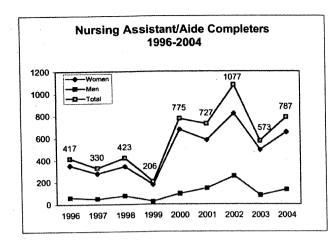


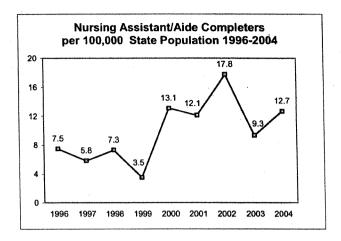


<sup>\*</sup> No completions reported in 2003 in IPEDS, data not available for 2004.

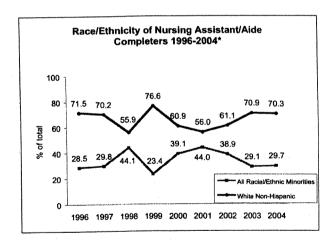
<sup>†</sup> Race/ethnicity were not reported for 4.3% of completers in 1997 but these data were complete for all other years from 1996 through 2002.

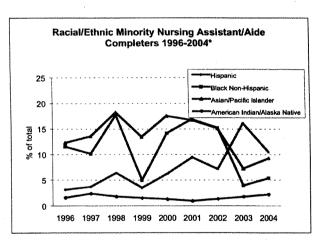
### **Nursing Assistant/Aide Program Completers**





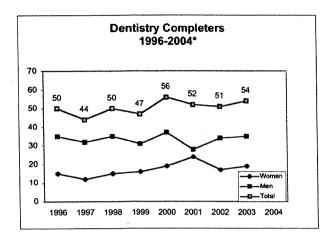
- Statistics are reported only for postsecondary nursing assistant/aide programs in the state;
   14 community and technical colleges and institutes offered programs of less than two years in 2004. Health care facility or high school programs are not included.
- Total annual program completions increased by 88.7% from 1996 to 2004.
- Completions per 100,000 population increased by 69.3% over the same time period.
- 84.9% of program completers were female in 1996 compared to 82.9% in 2004.

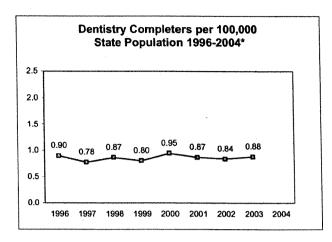




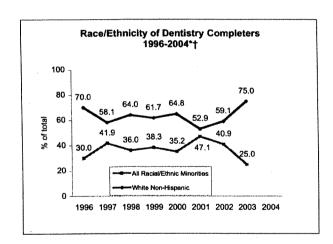
<sup>\*</sup> Race/ethnicity were not reported for a range of 2.4% to 18.8% of completers each year (these data were missing for 8.0% of completers in 2004).

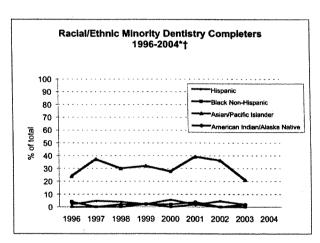
### **Dentistry Program Completers**





- The state has one dental school, the University of Washington School of Dentistry.
- Total annual completions increased by 8.0% from 1996 to 2003.
- Completions per 100,000 population decreased by 2.2% over the same time period.
- 30.0% of program completers were female in 1996 compared to 35.2% in 2003.

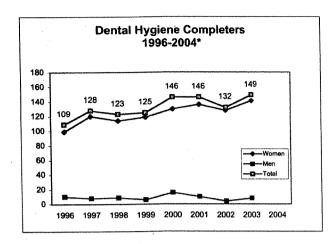


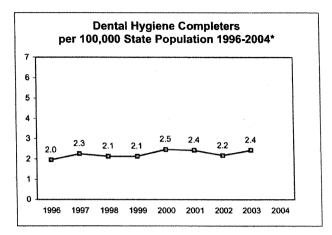


<sup>\*</sup> Complete data not available for 2004.

<sup>†</sup> Race/ethnicity data were complete in 1996, 1998, and 1999 but not reported for a range of 1.9% to 13.7% of completers in other years (these data were missing for 3.7% of completers in 2003).

### **Dental Hygiene Program Completers**

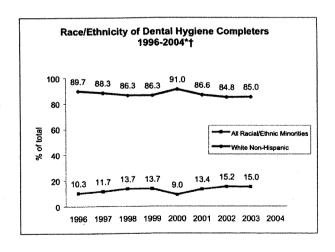


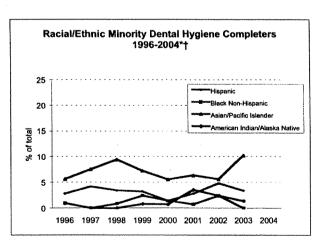


- Six community and technical colleges and two universities in the state offered dental hygiene programs in 2003.
- There are several types of dental hygiene programs in Washington. Baccalaureate degrees may have a clinical or population health focus. The number of program completions from 1996-2003 by type of program is as follows:

	Number of Program Completions*								
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	
Less than two years					4				
Associate	83	93	95	101	107	109	105	114	
Baccalaureate	26	35	28	24	26	37	27	35	
Other					9				

- Total annual completions increased by 36.7% from 1996 to 2003.
- Completions per 100,000 population increased by 20.0% over the same time period.
- 90.8% of program completers were female in 1996 compared to 94.6% in 2003.

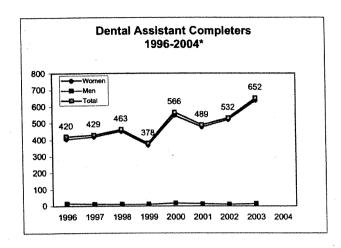


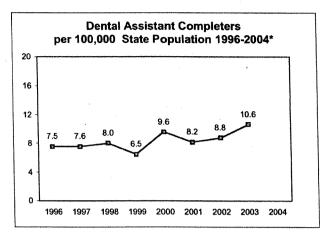


<sup>\*</sup> Complete data not available for 2004.

<sup>†</sup> Race/ethnicity were not reported for a range of 0.8% to 6.3% of completers each year (these data were missing for 1.3% of completers in 2003).

# **Dental Assistant Program Completers**

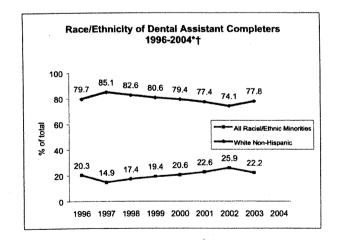


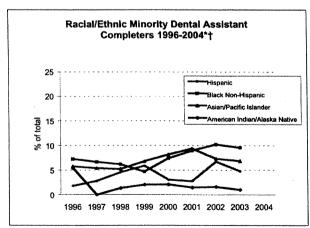


- Seventeen community and technical colleges and institutes in the state offered dental assistant programs in 2003.
- There are several types of dental assistant programs in Washington. The number of program completions from 1996-2003 by type of program is as follows:

	Number of Program Completions*										
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003			
Less than two years	367	384	370	318	477	419	493	585			
Associate	19	25	35	32	34	32	25	52			
Baccalaureate	21										
Other	13	20	58	28	55	38	14	15			

- Total annual program completions increased by 55.2% from 1996 to 2003.
- Completions per 100,000 population increased by 41.3% over the same time period.
- 96.2% of program completers were female in 1996 compared to 97.9% in 2003.

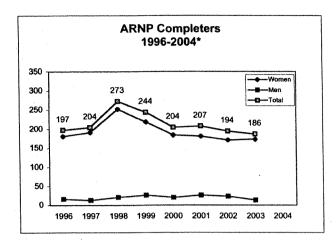


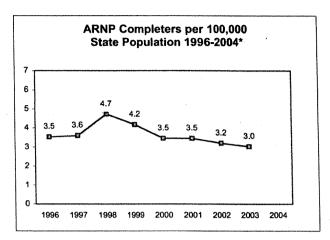


<sup>\*</sup> Complete data not available for 2004.

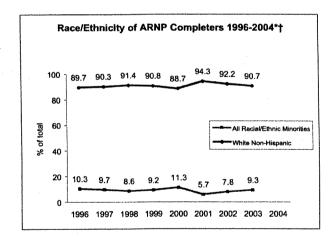
<sup>†</sup> Race/ethnicity were not reported for a range of 4.3% to 10.3% of completers each year (these data were missing for 10.3% of completers in 2003).

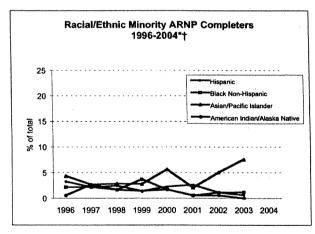
## **Advanced Registered Nurse Practitioner Program Completers**





- Eight universities in the state offered advanced registered nurse practitioner programs in 2003.
- Total annual program completions decreased by 5.6% from 1996 to 2003.
- Completions per 100,000 population decreased by 14.3% over the same time period.
- 91.9% of program completers were female in 1996 compared to 93.0% in 2003.

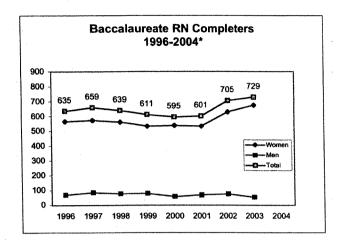


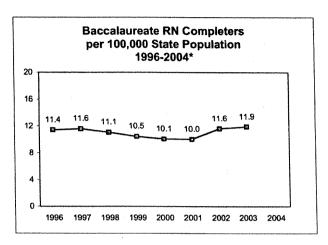


<sup>\*</sup> Complete data not available for 2004.

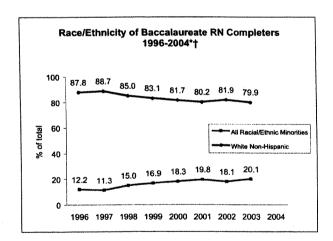
<sup>†</sup> Race/ethnicity were not reported for a range of 6.6% to 13.2% of completers each year (these data were missing for 7.5% of completers in 2004).

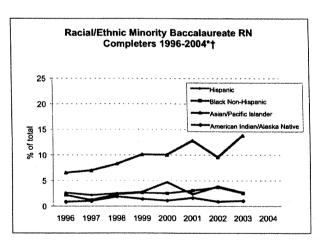
### **Baccalaureate Registered Nurse Program Completers**





- Thirteen universities and colleges in the state offered baccalaureate registered nurse programs in 2003.
- Total annual program completions increased by 14.8% from 1996 to 2003.
- Completions per 100,000 population increased by 4.4% over the same time period.
- 89.0% of program completers were female in 1996 compared to 92.6% in 2003.

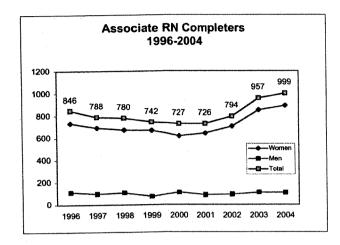


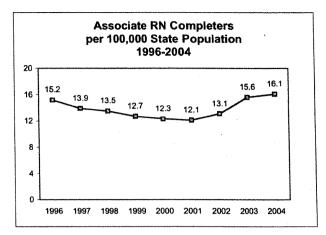


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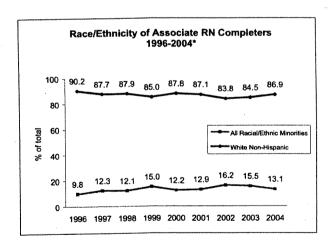
<sup>†</sup> Race/ethnicity were not reported for a range of 4.1% to 8.6% of completers each year (these data were missing for 8.5% of completers in 2003).

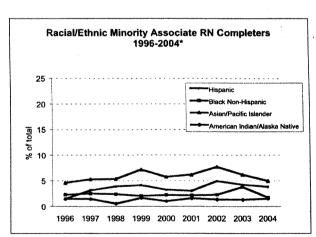
# **Associate Registered Nurse Program Completers**





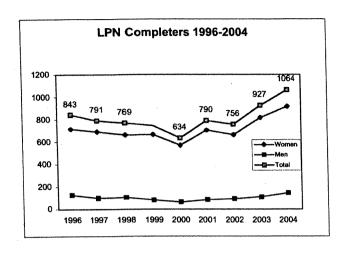
- Eighteen community and technical colleges in the state offered associate registered nurse programs in 2004. Some students complete the course of study but do not apply for the associate degree. These students may not be counted as completers (and are therefore not reflected in these figures) but may become licensed RNs.
- Total annual program completions increased by 18.1% from 1996 to 2004.
- Completions per 100,000 population increased by 5.9% over the same time period.
- 86.6% of program completers were female in 1996 compared to 89.2% in 2004.

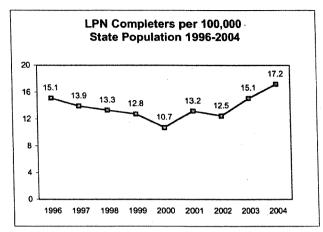




<sup>\*</sup> Race/ethnicity were not reported for a range of 1.9% to 6.5% of completers each year (these data were missing for 3.3% of completers in 2004).

### **Licensed Practical Nurse Program Completers**

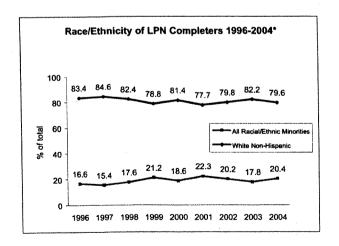


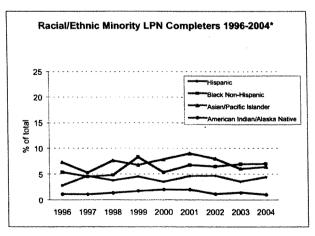


- Twenty-one community and technical colleges in the state offered licensed practical nurse programs in 2004.
- There are several types of licensed practical nurse programs in Washington. The number of program completions from 1996-2004 by type of program is as follows.

		Number of Program Completions								
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	2004	
Less than two years	828	768	727	647	523	709	672	836	1,037	
Associate	15	23	24	27	29	36	38	25	27	
Other			18	73	82	45	46	66		

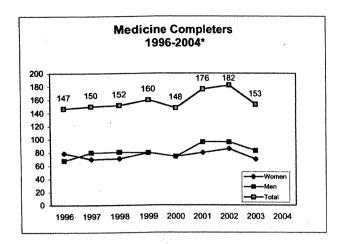
- Total annual program completions awarded increased by 26.2% from 1996 to 2004.
- Completions per 100,000 population increased by 13.9% over the same time period.
- 84.8% of program completers were female in 1996 compared to 86.3% in 2004.

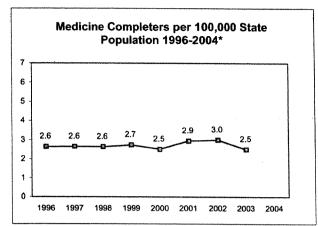




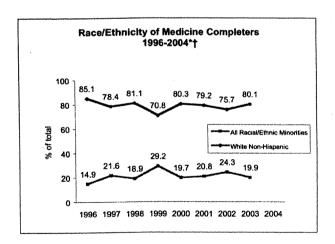
<sup>\*</sup> Race/ethnicity were not reported for a range of 2.6% to 5.2% of completers each year (these data were missing for 4.0% of completers in 2004).

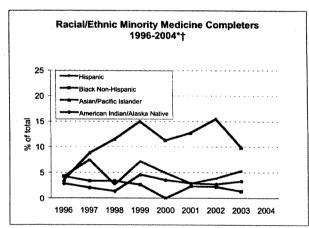
### **Medicine Program Completers**





- The state has one medical school, the University of Washington School of Medicine.
- Total annual completions increased by 4.1% from 1996 to 2003.
- Completions per 100,000 population decreased by 3.8% over the same time period.
- 53.7% of program completers were female in 1996 compared to 45.8% in 2003.

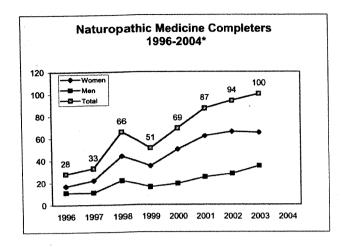


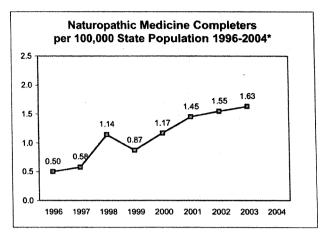


<sup>\*</sup> Complete data not available for 2004.

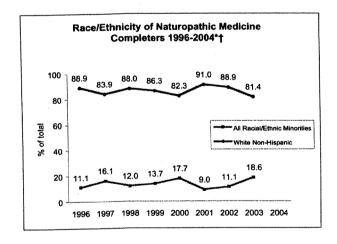
<sup>†</sup> Race/ethnicity were not reported for a range of 0.5% to 4.1% of completers each year (these data were missing for 1.3% of completers in 2003).

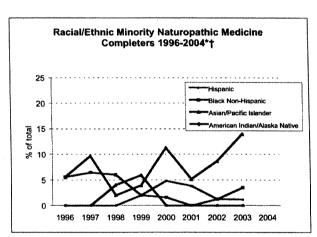
### **Naturopathic Medicine Program Completers**





- The state has one naturopathic medicine school, Bastyr University.
- Total annual program completions increased by 257% from 1996 to 2003.
- Completions per 100,000 population increased by 226% over the same time period.
- 60.7% of program completers were female in 1996 compared to 65.0% in 2003.

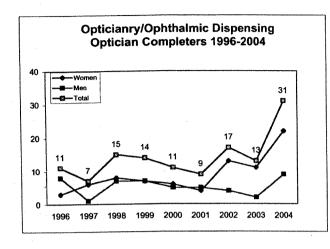


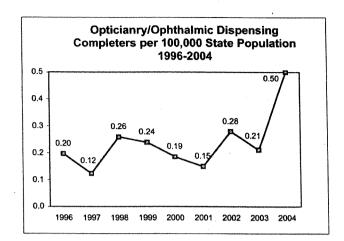


<sup>\*</sup> Complete data not available for 2004.

<sup>†</sup> Race/ethnicity data were complete in 1999 but not reported for a range of 6.1% to 35.7% of completers each year (these data were missing for 14.0% of completers in 2004).

# Opticianry/Ophthalmic Dispensing Optician Program Completers

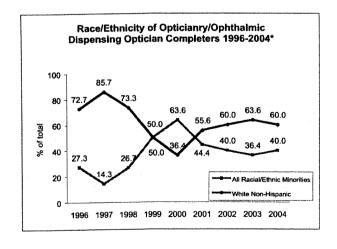


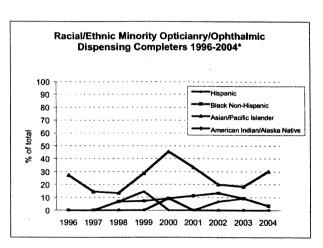


- Two community colleges in the state offered opticianry/ophthalmic dispensing optician programs in 2004.
- There are two types of opticianry/ophthalmic dispensing optician programs in Washington.
   The number of program completions from 1996-2004 by type of program is as follows:

			Nur	nber of Pr	ogram Cor	npletions			
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003	2004
Less than two years					1		1	1	5
Associate	11	7	15	14	10	. 9	16	12	26

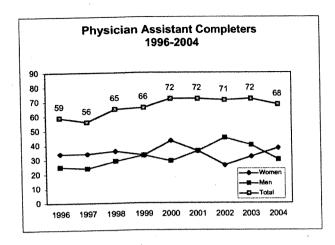
- Total annual program completions increased by 191% from 1996 to 2004.
- Completions per 100,000 population increased by 150% over the same period.
- 27.3% of program completers were female in 1996 compared to 71.0% in 2004.

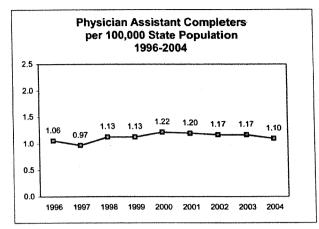




<sup>\*</sup> Race/ethnicity data were complete from 1996 through 2001 but were not reported for a range of 3.2% to 15.4% of completers in other years (these data were missing for 3.2% of completers in 2004).

# **Physician Assistant Program Completers**

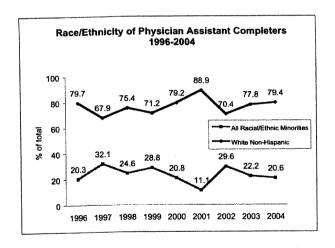


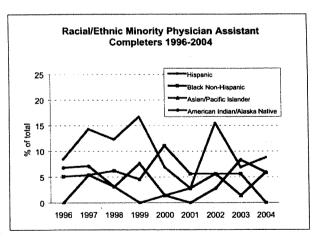


- The state has one physician assistant program, MEDEX Northwest at the University of Washington.
- There are two types of physician assistant programs in Washington. The number of program completions from 1996-2004 by type of program is as follows:

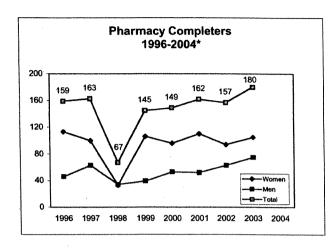
			Nur	nber of Pro	ogram Cor	npletions						
Type of Program	1996	1996 1997 1998 1999 2000 2001 2002 2003 20										
Two-year certificate	42	34	30	37	25	24	29	21	19			
Baccalaureate	17	22	35	29	47	48	42	51	49			

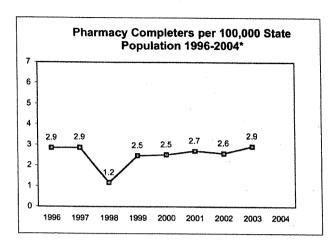
- Total annual completions increased by 15.3% from 1997 to 2004.
- Completions per 100,000 population increased by 3.8% over the same time period.
- 57.6% of program completers were female in 1996 compared to 55.9% in 2004.





## **Pharmacy Program Completers**

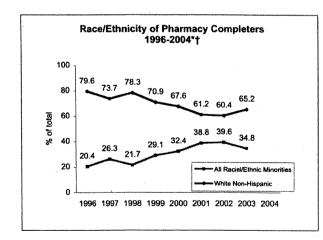


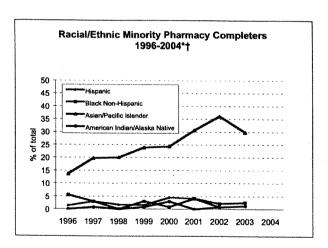


- Two universities in the state offered pharmacy programs in 2003.
- 1998 was a transition year from the three-year baccalaureate degree to the four-year Pharm.D., resulting in a temporarily low number of graduates. All post-1998 graduates receive the Pharm.D. The number of program completions from 1996-2003 by type of program is as follows:

			Number (	of Program	n Completi	ons*		
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003
Baccalaureate	146	150	43	64	***************************************			
Master's	13	13	24	81	146	162	157	180

- Total annual program completions increased by 13.2% from 1996 to 2003.
- Completions per 100,000 population remained unchanged over the same time period.
- 71.1% of program completers were female in 1996 compared to 58.3% in 2003.

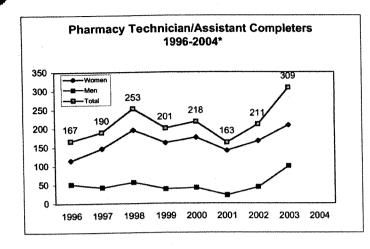


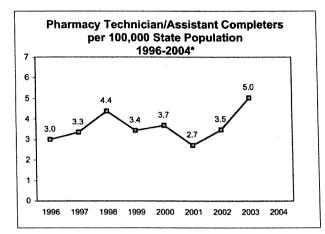


<sup>\*</sup> Complete data not available for 2004.

<sup>†</sup> Race/ethnicity were not reported for a range of 7.5% to 16.0% of completers each year (these data were missing for 8.9% of completers in 2003).

### **Pharmacy Technician/Assistant Program Completers**

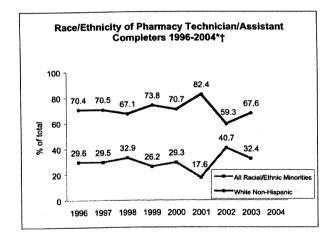


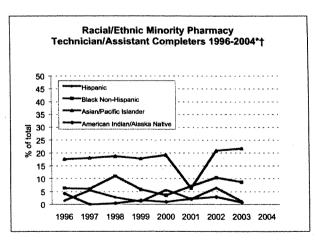


- Twelve community and technical colleges and institutes in the state offered pharmacy technician assistant programs in 2003.
- There are two types of pharmacy technician/assistant programs in Washington. The number of program completions from 1996-2003 by type of program is as follows:

			Number	of Program	Completi	ons*		
Type of Program	1996	1997	1998	1999	2000	2001	2002	2003
Less than two years	165	189	248	190	201	151	200	286
Associate	2	1	5	11	17	12	11	23

- Total annual program completions increased by 85.0% from 1996 to 2003.
- Completions per 100,000 population increased by 66.7% over the same time period.
- 68.9% of program completers were female in 1996 compared to 67.6% in 2003.

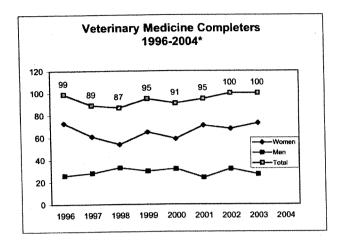


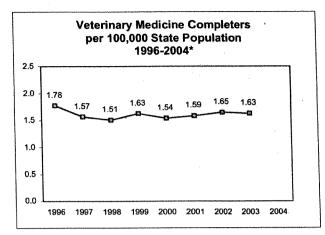


<sup>\*</sup> Complete data not available for 2004.

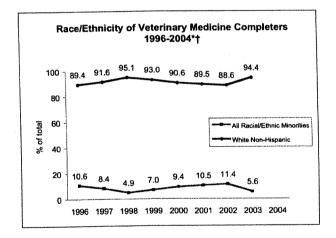
<sup>†</sup> Race/ethnicity were not reported for a range of 3.7% to 18.5% of completers each year (these data were missing for 18.1% of completers in 2003).

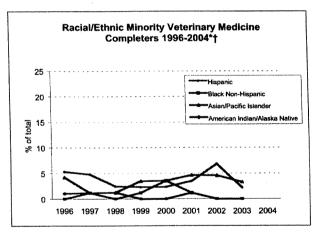
### **Veterinary Medicine Program Completers**





- The state has one veterinary school, the Washington State University College of Veterinary Medicine.
- Total annual program completions remained virtually unchanged from 1996 to 2003.
- Completions per 100,000 population decreased by 8.4% over the same time period.
- 73.7% of program completers were female in 1996 compared to 73.0% in 2003.





<sup>\*</sup> Complete data not available for 2004.

<sup>†</sup> Race/ethnicity were not reported for a range of 5.1% to 12.0% of completers each year (these data were missing for 10.0% of completers in 2003).

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#### **PUBLISHED ARTICLES**

Benedetti, T. J., Baldwin, L. M., Andrilla, C. H., Hart, L. G. (2004). The productivity of Washington State's obstetrician-gynecologist workforce: does gender make a difference? *Obstetrics and Gynecology*, 103(3), 499-505.

#### WORKING PAPERS

Baldwin, L.-M., Fay, M. M., Larson, E. H., Lishner, D. M., Mauksch, L. B., Katon, W. J., Walker, E., Hart, L. G. (2003). Modeling the mental health workforce in Washington State: using state licensing data to examine provider supply in rural and urban areas. Working Paper #80. Seattle, WA: WWAMI Center for Health Workforce Studies, University of Washington.

Benedetti, T. J., Baldwin, L.-M., Andrilla, C. H. A., Hart, L. G. (2003). The productivity of Washington State's obstetrician-gynecologist workforce: does gender make a difference? Working Paper #82. Seattle, WA: WWAMI Center for Health Workforce Studies, University of Washington.

Larson, E. H., Palazzo, L., Berkowitz, B., Pirani, M. J., Hart, L. G. (2001). The contribution of nurse practitioners and physician assistants to generalist care in underserved areas of Washington State.

Working Paper #64. Seattle, WA: WWAMI Rural Health Research Center, University of Washington.

Patterson, D., Skillman, S. M. (2002). Health professions education in Washington State: 1996-2000 program completion statistics. Working Paper #73. Seattle, WA: WWAMI Center for Health Workforce Studies, University of Washington.

Patterson, D. G., Skillman, S. M., Hart, L. G. (2004). Washington State's dental hygienist workforce through 2020: influential factors and available data. Working Paper #92. Seattle, WA: WWAMI Center for Health Workforce Studies, University of Washington.

Patterson, D. G., Skillman, S. M., Hart, L. G. (2004). Washington State's pharmacist workforce through 2020: influential factors and available data. Working Paper #90. Seattle, WA: WWAMI Center for Health Workforce Studies, University of Washington.

Patterson, D. G., Skillman, S. M., Hart, L. G. (2004). Washington State's radiographer workforce through 2020: influential factors and available data. Working Paper #89. Seattle, WA: WWAMI Center for Health Workforce Studies, University of Washington.

Skillman, S. M., Andrilla, C. H. A., Hutson, T., Deacon, H., Praseuth, T. (2004). Washington State hospitals: results of 2003/04 workforce survey. Working Paper #93. Seattle, WA: WWAMI Center for Health Workforce Studies, University of Washington.

Skillman, S. M., Hutson, T., Andrilla, C. H. A. (2003). Washington State hospitals: results of 2002 workforce survey. Working Paper #79. Seattle, WA: WWAMI Center for Health Workforce Studies, University of Washington.

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For a complete list of publications by the Center for Health Workforce Studies, visit http://www.fammed.washington.edu/chws/.



# Health Skill Panels

ENGMS

#### Calendar Highlights:

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Terry Tatko Western Washington AHEC (206) 441-7137

Go Directly To:

2005 State Taskforce Legislative Priorities

Federal Funding Symposium with State ators

Shift Work Affects Health



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### 2005 State Taskforce Legislative Priorities

Excerpt from the pre-publication draft of Progress 2004: Annual Report of the Health Care Personnel Shortage Task Force.

The Task Force recommends that the Legislature take immediate action to expand educational capacity in health care programs, recruit and retain health care faculty, and collect data on the supply of health care workers in order to plan for future educational needs. Educational institutions and industry partners should expand health care programs, support K-12 recruitment, improve articulation and transitions between three tiers of education, and expand use of core curricula.

Expand capacity in health care programs. Expansion of educational capacity in health care programs continues to be the number one priority of the Task Force. Legislative appropriations for the 2003-05 biennium provided much needed funds to expand capacity in health care programs, but these programs are still unable to meet student and employer demand.

Increase the availability and diversity of faculty in health care education programs. One of the main obstacles to increasing educational capacity in health care programs is the difficulty of recruiting and retaining qualified faculty. During 2004, the Task Force convened two committees on nursing and allied health faculty covering recruitment, retention, and diversity issues.

Collect data on health workforce supply. Developing an accurate picture of the health workforce is critical to guide the most cost-effective workforce planning and to eliminate health care personnel shortages. Current state data are adequate to indicate broad areas of shortage. More specific information, however, is essential for educational planning so that the state can increase capacity where needed, and in order to carry out the Task Force's legislative charge to track progress. It is also critical for forecasting future shortages or surpluses in the health workforce, identifying medically underserved areas, tracking diversity, and assisting with emergency preparedness.

Provide health career exploration and adequately prepare youth for postsecondary health care programs. The most effective strategy for ensuring youth are exposed to health careers and have the opportunity to prepare adequately is to provide intensive work-based learning and career exposure, combined with academic preparation during middle and high school or even earlier.

Increase efficiency and effectiveness in health care education and training programs. One strategy for increasing efficiency is to develop and implement common core curricula. YVCC's Center of Excellence in Allied Health has established the Allied Health Core Curriculum.

Enable local areas to address their priority shortages. Health skill panels across the 12 workforce development areas have catalyzed many successful initiatives to recruit, educate, and retain health care personnel for employers in their areas. They have initiated recruitment and preparation of youth, expansion of educational capacity, clinical site coordination, incumbent worker training, local financial aid, connections with WorkSource employment services, transitions for military personnel, and a variety of other essential activities.

The entire annual report will be made available soon by the Workforce Training and Education Coordinating Board. For more information contact Madeleine Thompson, Health Care Personnel Shortage Task Force, Workforce Training and Education Coordinating Board, (360) 753-5653

#### and Work Performance

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2005 State Taskforce Legislative Priorities Committee membership included faculty and administrators from two-year and four-year public and private institutions, labor, employers, and government representatives.

### Federal Funding Symposium with State Senators

The offices of U.S. Senator Patty Murray and U.S. Senator Maria Cantwell invite government and non-profit agencies to attend a symposium that will explain the intricacies of federal funding. Topics to be covered include:

- . How to identify and apply for federal grants
- How to request federal funding
- The realities of the availability of federal funding

There will be four session in various locations across the state.

Session #1: Tuesday, February 8, 2005

9:00 a.m. - 11:00 a.m. Avista Auditorium E. 1411 Mission Ave., Spokane Parking is available across the street at Mission Park

Session #2: Tuesday, February 8, 2005

3:00 p.m. - 5:00 p.m. Walla Walla Community College, Center of Enology and Viticulture 500 Tausick Way, Walla Walla Workshop located in rooms 1608 and 1609

Session #3: Wednesday, February 9, 2005

11:00 a.m. - 1:00 p.m.
Big Bend Community College
Technology Conference Center, Moses Lake
Workshop located in rooms C and D

Session #4: Wednesday, February 9, 2005

3:00 p.m. - 5:00 p.m. Central Washington University, Mary Grupe Center 400 E. University Way, Ellensburg

Please RSVP via e-mail to <u>Ce'Cilia Valley</u> with Senator Cantwell's Office, or via phone to Seana Ormsby with Senator Murray's Office at (509) 624-9515. When you RSVP, **please include the following information**: Names of all attendees, the organization you represent, phone number, e-mail address, and which workshop you are attending.

### Shift Work Affects the Health and Work Performance of Nurses and Other Health Care Workers

From the Agency for Healthcare Research and Quality (AHRQ), Research Activities, p. 4, No. 291, November 2004.

Among the Nation's full-time health care workers, 30 percent are shift workers, with about 11 percent of them working evening shifts (3 to 11 pm), 9 percent working night shifts (between 11 pm and 7 am), 3 percent working rotating shifts (for example, days to evenings or nights), and the remaining working split shifts and other arranged shifts. Shift work can result in fatigue, irritability, reduced performance, and decreased mental agility, notes Ronda Hughes, Ph.D., M.H.S., R.N., of the Center for Primary Care, Prevention, and Clinical Partnerships, Agency for Healthcare Research

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and Quality. Dr. Hughes and her colleague Patricia Stone, Ph.D., M.P.H., R.N., at Columbia University, coauthored a recent review of the topic.

Studies show that while some workers prefer the shorter work week offered by 12-hour shifts, they become fatigued and less alert toward the end of the shift. On the positive side, 12-hour shifts reduce the number of nursing "hand-offs" from one shift to another, during which mistakes are known to occur. Compared with nurses working permanent day or evening shifts, night shift workers are not as alert and are more likely to struggle to stay awake during the second half of the shift. Performance lapses and procedural and medication errors are more likely to occur at night, especially between 4 am and 8 am.

People who work rotating shifts are more likely to suffer from sleep problems and reduced alertness and performance. One study of 635 nurses found that the odds of making or almost making a medication error, as well as the odds of having an accident or a near miss while commuting, doubled among rotating shift workers. Another Nurses' Health Study found that working a rotating night shift at least three nights per month for 15 or more years may increase the risk of colorectal cancer in women.

Permanent evening or night shifts offer the best health and productivity benefits. To avoid fatigue, nurses should take short breaks throughout a shift or take naps, when patients are covered; work the shift they physically tolerate best; establish support networks; and avoid leaving the most tedious tasks to the end of a shift when one is apt to feel most drowsy.

See "The perils of shift work," by Dr. Hughes, in the September 2004 American Journal of Nursing 104(9), pp. 60-63.

Reprints (AHRQ Publication No. 04-R070) are available from the AHRQ Publications Clearinghouse and AHRQ InstantFax.

### **Health Skill Panels Activities**

### North West Alliance Update

By Alex Kosmides, Northwest Alliance for Health Care Skills

### **Clinical Site Coordination Software Purchased**

It is no secret that a major push in the area of health care skill gaps has been to increase the nursing pool. Much emphasis has been placed on expanding the number of students being trained. To a large degree, most skill panels have seen this happen. In the Northwest corner of the State, the Northwest Alliance for Health Care Skills more than doubled the capacity of the colleges to enroll students in the associate nursing programs.

Of course, with added students comes the need for added clinical sites and better clinical site coordination. Both the industry health care providers and the training institutions are concerned with the limited availability of clinical placement slots and maximizing their use while minimizing impacts on the host provider.

Since last January, the nursing program directors from the three northwest community and technical colleges have been meeting to look at their options for increasing the clinical site pool and having it run smoothly. In January 2004, Bellingham Technical College, Skagit Valley College and Whatcom Community College created the Northwest Nursing Clinical Placement Consortium and have been meeting monthly to create, manage and maintain clinical training spaces for their students.

Bellingham Technical College (BTC) hired Mark Smith to help coordinate the radiation technology program clinical placement for the seven colleges that are part of this training consortium. While this is not a nursing program, it is an allied health program and one lesson learned is that you cannot coordinate clinical sites for a particular program in isolation. To the health care provider sites, for the most part, a student is a student and to maximize efficiency and minimize impacts, coordination must happen across all training programs using the sites.

Everyone involved in the coordination process has agreed that coordination must move out of the paper/pencil spreadsheet dark age and into the 21<sup>st</sup> century high tech daylight. To this end, Mark Smith was tasked with developing a list of criteria that a software program would have to meet to be a preferable substitute to paper and pencil. The software would ultimately have to be:

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- Web based
- Easily expandable
- Single database for data entry
- Scaleable security
- Show available slots
- . "Red flag" double bookings
- 9-10 Assignable data fields for student information, i.e. TB, TEST, CPR card, etc.
- Scheduling up to one year
- Customizable reports

These criteria were also balanced by costs (purchase, maintenance, training, support and customizing charges) and user friendliness.

After several months of meetings by a selection committee representing the three colleges, speaking with different companies and searching the internet, either trying out test versions or sitting through on-line demonstrations, they finally settled on *Office Tracker* as the best option.

Said Mark, "While nothing is ever going to be the perfect fit, we are excited to be moving in the right direction."

If you are interested in checking out Office Tracker for yourself, information is available at http://www.milum.com/ . You can also contact Mark at his BTC office at 360-752-8387.

### **Tri-County Update**

by David Gonzales, Tri-County Health Skill Panel

### Yakima Regional Hospital Reaches Out to High School Students

"Similar programs have worked in the past. I'm very optimistic this will work today," says Stefanie Durand, Human Resource Director at Yakima Regional Hospital. Durand is talking about a student volunteer program she conceived and sold to her employer and the Tri-County Health Skills Panel.

Imagine the old "Candy Stripers" program, add a few 21<sup>st</sup> century twists, and you've got the picture. "The whole idea is to introduce students to healthcare careers through volunteer activity," explains Durand. "We have such a shortage of healthcare workers that we need to get to young people early and let them know the opportunities are endless," said an upbeat Durand.

Student assignments will range from direct patient assistance to coordinating internal special events. Specific guidelines must be researched to ensure that Yakima Regional is meeting state and federal laws governing minors in the workplace. The program goal is to enroll 100 students before the end of the year.

The Tri-County Health Skills Panel provided "start-up" funds for a staff position to develop policies, procedures and initial contact/coordination with local high schools.

An introduction to healthcare careers is one side of a double-barreled benefit seen by proponents. Ultimately, Durand sees high school student groups managing the program as if it were their own business. They would be responsible for orientation of new volunteers, scheduling assignments, ordering supplies and special event planning. "Just like any business would have to do," she said. A model already exists for this at Davis High School in Yakima. A local financial institution has installed a partnership program with the high school giving students real-life experience working and managing a business.

Local area high schools will soon have a volunteer requirement in order for students to graduate. "This program will help students meet those requirements, too." Durand says.



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The Tri-County Health Skills Panel views this program as a natural fit with their "Grow Your Own" workforce strategy.

### **Meetings for Calendar**

### **Nursing Career Advancement Day**

University of Washington, Bothell campus, February 25, 2005, 12:30 - 3:30 p.m.

More than 20 regional health care employers and representatives from educational institutions will be on hand to discuss nursing careers and opportunities. Employer/Institution reservations will be accepted through February 1st. Co-sponsored by Snohomish County WorkSource. For more information call 425-352-5376 or visit <a href="https://www.uwb.edu">www.uwb.edu</a>.

### Nursing Conference 2005 - Nurses Count: Maintaining Your Value

### **Everett Events Center, Everett, April 26, 2005**

The Snohomish County Health Services Career Partnership (HSCP) will be hosting an all-day Nursing conference at the Everett Events Center. The conference is aimed at retaining and valuing nurses in Washington State. It will guide nurses to refresh and renew their commitment to nursing by learning techniques in: assertive communication, matching their nursing career to their personality type, self-care, cross-generational communication, combating stress, identifying burnout, and management. Up to 300 participants are expected to attend this year's conference. Event sponsors and exhibitors are being welcomed at this time. See link for sponsorship and exhibitor info: http://www.worksourceonline.com/v3/b/healthcare/documents/SponsorSheet.pdf.

For additional information, contact Kristen Gillisse Howe at nursingconference@snocowdc.org

### The 3rd National Conference of Nursing Workforce Leaders - 2005 Taking the Long View: Turning Vision into Action Portland, Oregon, April 28-30, 2005

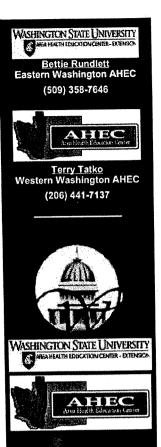
This national conference of state-based nursing workforce centers, leaders and stakeholders will focus on long-term nursing workforce solutions at the grass roots level. Key themes will include best practices in workplace redesign, technological innovation, education reform, rural challenges, nurse retention and inter-generational workforce issues. Presentation/poster proposals are being accepted through February 1, 2005, 5:00 p.m. EST. Sponsored by the Oregon Center for Nursing and the Washington Center for Nursing. Contact Linda Tieman, Executive Director of the Washington Center for Nursing. for more information.

### Health Skill Panels Semi-Annual Meeting Save the date! Moses Lake, May 4, 2005

No details are available at this time for the next Semi-Annual meeting. Keep an eye on this space!

### NN2 Annual Conference: Caring for the Future Seattle Hilton, October 5-8, 2005

The annual Conference of the National Network of Health Career Programs in Two Year Colleges (NN2) will be hosted next year by Edmonds Community College (EdCC). The NN2 Caring for the Future conference will be held in Seattle at the Hilton Hotel from October 5-8, 2005. This is an opportunity to interact with healthcare faculty and program directors from around the state and the country. Program information, updates, and registration information will be available on the NN2 website <a href="https://www.nn2.org">www.nn2.org</a>, in January 2005. If you have a workshop or program idea you would be interested in presenting at the event, please contact Elizabeth Patterson, Director of Allied Health



Programs, EdCC Elizabeth.patterson@edcc.edu or by telephone at 206-409-1549.

Conference Sponsorship and exhibit opportunities are also available. For more information, please contact Elizabeth Patterson at EdCC by email at: <a href="mailto:Elizabeth.patterson@edcc.edu">Elizabeth.patterson@edcc.edu</a>. Event brochure located at: <a href="mailto:www.worksourceonline.com/v3/b/images/NN2postcard.jpg">www.worksourceonline.com/v3/b/images/NN2postcard.jpg</a>

### Next E-News Slated for February

The next issue of Health Skill Panels' *E-News* will be distributed to WDC leadership and skill Panels' Coordinators in mid-February. Send your articles, photos, summaries and announcements of current and upcoming activities and meetings to <u>Terry Tatko</u> or <u>Lori Quenzer</u> at Western Washington Area Health Education Center.

*E-News* is provided as a service to Washington Health Skill Panels and Workforce Development Councils by the Washington Area Health Education Centers. Funding for *E-News* is provided through a contract between the WTECB and Eastern Washington AHEC and Western Washington AHEC. Western Washington AHEC "publishes" the *E-News*. The <u>Workforce Training and Education Coordinating Board</u> can be reached at (360) 753-5660.

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### Health Skill Panels

### E-Mews

February 2005

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### Go Directly To:

Scholarships Available for Nurses, Other Primary Care Health Professionals

**Outlook for Physical Therapists** 

Jerstanding the ommunity Benefit



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### Scholarships Available for Nurses, Other Primary Care **Health Professionals**

### Priority Given to Students Interested in Becoming Nursing Faculty

The Health Professional Scholarship Program, administered through a partnership between the Department of Health and the Higher Education Coordinating Board, provides scholarships to students training to be primary care health professionals. Award of the scholarship is conditioned on the recipient agreeing to find employment and work in an appropriate health professional shortage area in Washington State for a minimum of three years.

In recent years, the program has identified the nursing shortage as its number one priority. In addition, students who are interested in becoming nursing faculty are given priority for funding. The obligation incurred by accepting a scholarship is teaching in an undergraduate nursing program in Washington State for three years. The award amount varies by program and number of credits.

Interested applicants can access program information and application materials on the web at www.hecb.wa.gov/paying/waaidprgm/health.asp. Deadline for submitting an application for the 2005-06 academic year is April 29. All applicants will be notified by mail of the award decisions in June or July. Questions can be directed to chris.wilkins@doh.wa.gov or kathy.mcvav@doh.wa.gov.

### **Outlook for Physical Therapists**

The latest health professional shortage to hit the radar screen of Health Skill Panels is physical therapists and physical therapy aids. Outlined below is a list of current programs in the state and some statistics regarding their programs.

There is a national movement for Physical Therapy programs to change to the doctoral degree level. This occurred as a mandate from the National Accrediting body. As you can see from the information below, Washington schools have already moved to that level of education and training. However, to practice in the state of Washington, licensure is still at the bachelor's degree level. This will most likely remain the case until the licensure requirements are changed, which will require legislation, or if, at the national level, no PT education programs exist below the doctoral degree. In this current legislative session there are a house bill and a companion bill in the senate, both expanding the scope of practice for physical therapists. However, this bill is being fiercely contested by medical associations as an infringement on medicine's scope of practice.

Another factor that needs to be considered is that many physical therapists operate their own businesses, much like dentistry. Therefore, the workforce shortage that hospitals and long-term care facilities face is something that they might possibly always have to battle, as it can be more economically lucrative for therapists to operate their own businesses rather than be employed by health care institutions. As Health Skill Panels examine the labor market data for their regions, the private physical therapy offices should be included. Unfortunately, Washington state labor market information might not reflect an accurate picture of the physical therapy workforce needs because these practices often have fewer than 5 employees, the cut off for responding to the state labor market survey.

### Washington Center for Nursing Website Up

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Outlook for Physical Therapists

Understanding the Community Benefit

However, the physical therapy programs in Washington believe that this is a short-term shortage and that, when all programs are graduating their full classes, the market will once again balance. Program expansion occurred at both Eastern Washington University (4 slots) and the University of Washington (6 slots) when they moved to the doctoral degree.

Physical	<b>Therapist</b>	programs
Doctor of Phy	sical Therap	v (DPT) Degree

	Doctor of Physic	cal Therapy (DPT) Degree		
·	Eastern Washington University	University of Puget Sound	University of Washington	
Date of Initial DPT Accreditation	May 2003	August 2001	November 2003	
Enrollment	34	30	30	
2005 Graduates	34*	37	19*	
Qualified Applicant Pool	60-100	115	100-200	
Program Length	11 quarters	7 semesters	11 quarters	
Completion Rate	96%	96% 100%		
1st Attempt Exam Pass Rate	99%	No info at press time	96%	

Physical Therapy Assistant programs

/ o				
	Green River Community College	Spokane Falls Community College	Whatcom Community College	
Enrollment	32	16	24	
2005 Graduates	5 Graduates No info at press time 15		16	
Qualified Applicant Pool	No info at press time	21	25	
Program Length	6 quarters	8 quarters**	8 quarters**	
Completion Rate	80%	97%	98%	
1st Attempt Exam Pass Rate	100%	100%	90%	

<sup>\*</sup> The University of Washington and Eastern Washington University did not graduate a class in 2004 due to the transition of the doctoral program.

Next month: Outlook for Occupational Therapists and Speech/Language Pathologists

<sup>\*\*</sup> Includes program prerequisites.

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### **Understanding the Community Benefit Impact of Health Skill Panel Activity for Non-Profit Health Care Institutions**

Community Benefit Reporting: Guidelines and Standard Definitions for the Community Benefit Inventory for Social Accountability; A collaborative report by VHA Inc., the Catholic Health Association and Lyon Software.

As Health Skill Panels work with non-profit industry partners, a point to highlight is that health professions students and many medical education activities can be counted as a "community benefit." The Community Benefit Reporting Guide is an excellent resource for understanding what can be counted and quantified as a community benefit and what does not count as a benefit. "Community benefit" is defined in this guide as "a planned, managed organized, and measured approach to a health care organization's participation in meeting identified community health needs."

Questions to consider are how well-informed administration, human resources, clinical coordinators and volunteer coordinators communicate with the finance and



accounting office within the non-profit institutions regarding the value of their activities as they pertain to health care workforce development.

Non-profit hospitals and clinics are not taxed because of the significant community contributions that they return to their communities. However, these contributions must be documented to the IRS on Form 990. As health skill panels work with these partners, it is important to remind them that many of their workforce development activities contribute to the community benefit. This report provides guidance in documenting Health Professions Education under section B. Categories detailed in this section include:

- physicians/medical students;
- scholarships/funding for professional education;
- nurses/nursing students;
- technicians;
- · other health professional education; and
- other.

This provides important information on counting non-employee scholarships, how to identify the value of high school student job shadows and mentoring projects, to name a few of the many activities the Health Skill Panels promote and are involved with non-profit industry partners.

If the next step was taken and you requested facilities to provide to your what the total dollar amount they report on IRS Form 990 for medical education activities as pertains to Health Skill Panel efforts, it could be used to promote Health Skill Panel return and benefit to the community and to the legislature.



<u>Download The Community Benefit Reporting Guidelines</u> (you will need <u>Adobe Acrobat</u> to download this document).

### Washington Center for Nursing Website Up

Washington Center for Nursing Website Up

Meetings for Calendar

April 26, 2005 Nursing Conference 2005 -Nurses Count: Maintaining Your Value, Everett

April 28-29, 2005 Allied Health Center of Excellence Conference: Ready,

Set. Connect!, Yakima

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Team:

WASHINGTON STATE UNIVERSITY

AREA HEATH EDUCATION CHITER - EXTENSION

Bettie Rundlett Eastern Washington AHEC (509) 358-7646



Terry Tatko Western Washington AHEC (206) 441-7137

Go Directly To:

Scholarships Available for Nurses, Other Primary Care Health Professionals

Outlook for Physical Therapists

Understanding the Community Benefit

The Washington Center for Nursing, led by executive director, Linda Tieman, now has their website up at <a href="https://www.wacenterfornursing.org">www.wacenterfornursing.org</a>. The Washington Center for Nursing has a proactive mission which includes:

- Providing oversight for the implementation and evaluation of the Washington State Strategic Platfor Nursing (WSSPN);
- 2. Creating a resource Center to promote and educate the public at all levels regarding the importance of nurses, the issues, their benefit to the local and state economy;
- Providing coordination of statewide activities and initiatives to support the development of the nursing workforce through consultation, technical assistance, data collection and analysis, and information related to nursing resources; and
- Collaboration and facilitation across multiple systems to support best practices in recruitment and retention models for the future.

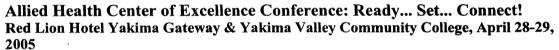
Go to their website for additional information. Bookmark it for upcoming events and information.

### **Meetings for Calendar**

Nursing Conference 2005 - Nurses Count: *Maintaining Your Value* Everett Events Center, Everett, April 26, 2005

The Snohomish County Health Services Career Partnership (HSCP) and WorkSource Snohomish County will be hosting an all-day Nursing Conference at the Everett Events Center on April 26, 2005. The full day conference, Nurses Count: Maintaining Your Value, is designed for active nurses in Washington State, seeking tools to manage the everyday challenges of being a nurse. The conference will provide nurses the tools to refresh and renew their commitment to nursing by learning techniques in a variety of topics surrounding communication, self-care and personal/professional growth. Sponsorship, exhibitor, and attendee registration information can be found at: <a href="http://www.worksourceonline.com/nursingconference">http://www.worksourceonline.com/nursingconference</a>

For additional information, contact Kristen Gillisse Howe at nursingconference@snocowdc.org



The Washington State Allied Health Center for Excellence at Yakima Valley Community College invites allied health faculty and administrators from the state's community and technical colleges and interested partners to attend the 2005 Spring Conference. The conference will be participatory, discussion-based, and hands-on. Convention rates have been arranged at the Red Lion Hotel Yakima Gateway; space availability may be limited so early registration is recommended. Contact Pam Moon (pmoon@yvcc.edu) or Shirley Mohsenian (smohsenian@yvcc.edu) for more information.

### The 3rd National Conference of Nursing Workforce Leaders - 2005 Taking the Long View: Turning Vision into Action Portland, Oregon, April 28-30, 2005

This national conference of state-based nursing workforce centers, leaders and stakeholders will focus on long-term nursing workforce solutions at the grass roots level. Key themes will include best practices in workplace redesign, technological innovation, education reform, rural challenges, nurse retention and inter-generational workforce issues. Presentation/poster proposals are being accepted through February 1, 2005, 5:00 p.m. EST. Sponsored by the Oregon Center for Nursing and the Washington Center for Nursing. <u>Contact Linda Tieman</u>, Executive Director of the Washington Center for Nursing, for more information.

Health Skill Panels Semi-Annual Meeting: Connections for Health

hington Center for asing Website Up

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Next *E-News* Slated for March



### Workforce Development Mark your calendar! Big Bend Community College - Moses Lake, May 4, 2005

"Connections for Health Workforce Development" is the theme of the semi-annual Health Skill Panel meeting, which will be held at the new Grant County Advanced Technologies Education Center at Big Bend Community College in Moses Lake on Wednesday, May 4, 2005. The meeting will begin with a continental breakfast at 8:30 a.m. and conclude at 4:30 p.m. Skill Panel coordinators, interested panel members, and Statewide Healthcare Personnel Shortage Task Force Members are invited to participate. Speakers have been invited from the Office of the Superintendent of Public Instruction, the WTECB, and from various Skill Panels themselves. A dinner for Skill Panel Coordinators is planned for Tuesday evening, May 3, at the Best Western Lake Inn. More details will follow. Download a Word document about recommended hotels in Moses Lake OR check out this website on Moses Lake lodging options: <a href="https://www.moses-lake.com/accommodations.html">www.moses-lake.com/accommodations.html</a>.

### NN2 Annual Conference: Caring for the Future Seattle Hilton, October 5-8, 2005

The annual Conference of the National Network of Health Career Programs in Two Year Colleges (NN2) will be hosted next year by Edmonds Community College (EdCC). The NN2 Caring for the Future conference will be held in Seattle at the Hilton Hotel from October 5-8, 2005. This is an opportunity to interact with healthcare faculty and program directors from around the state and the country. Program information, updates, and registration information will be available on the NN2 website <a href="www.nn2.org">www.nn2.org</a>, in January 2005. If you have a workshop or program idea you would be interested in presenting at the event, please contact Elizabeth Patterson, Director of Allied Health Programs, EdCC <a href="mailto:Elizabeth.patterson@edcc.edu">Elizabeth.patterson@edcc.edu</a> or by telephone at 206-409-1549.

Conference Sponsorship and exhibit opportunities are also available. For more information, please contact Elizabeth Patterson at EdCC by email at: <a href="mailto:Elizabeth.patterson@edcc.edu">Elizabeth.patterson@edcc.edu</a>. Event brochure located at: <a href="mailto:www.worksourceonline.com/v3/b/images/NN2postcard.jpg">www.worksourceonline.com/v3/b/images/NN2postcard.jpg</a>

### Next E-News Slated for March

The next issue of Health Skill Panels' *E-News* will be distributed to WDC leadership and skill Panels' Coordinators in mid-March. Send your articles, photos, summaries and announcements of current and upcoming activities and meetings to <u>Terry Tatko</u> or <u>Lori Quenzer</u> at Western Washington Area Health Education Center.

*E-News* is provided as a service to Washington Health Skill Panels and Workforce Development Councils by the Washington Area Health Education Centers. Funding for *E-News* is provided through a contract between the WTECB and Eastern Washington AHEC and Western Washington AHEC. Western Washington AHEC "publishes" the *E-News*. The Workforce Training and Education Coordinating Board can be reached at (360) 753-5660.

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### Health Skill Panels

### E-Mews

-Volume 2: Number 3; 35

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Eastern Washington AHEC (509) 358-7646



Terry Tatko Western Washington AHEC (206) 441-7137

Go Directly To:

Success Stories Shared at National Job Placement **stegies Conference** 

Clark College Nursing



Account If you need to print this edition, we recommend that you download the pdf pages.

### Success Stories Shared at National Job Placement **Strategies Conference**

Kristen Gillisse Howe and Stephanie Brockhaus from the Snohomish County Workforce Development Conference attended the Workforce Development & Job Placement Strategies for Healthcare conference in Miami, Florida, on February 26th and 27th, 2005. They were able to gather information about several successful programs from around the country:



In Lancaster County, PA, the Workforce Investment Board created a media campaign to get people interested in going back to school for in-demand health occupations. The local TV station handled all of the campaign and solicited funds from local healthcare organizations - they raised over \$800,000.

- Callers from the TV ads were directed to the one-stop center and referred to speciallytrained Healthcare Career Specialists there. Specialists did testing/assessment of interested applicants and provided orientations. They received hundreds of calls, increased traffic into one-stop centers and filled up spaces in local colleges.
- They found that there were quite a few literacy issues with people calling in. They needed some prep work before being ready for college, so a LPN instructor from the local college taught a 3-week refresher class on biology, anatomy, math, etc., for people who had been out of school for a while.

Norton Healthcare in Kentucky has a 0% contract nursing rate because they developed their own successful clinical placement agency.

In Maryland they held a successful weekend/evening workshop series for 65 masters-level RNs in the region to teach them how to be nursing instructors. (This may be a great partnering project via ITV for us all in Washington state.)

The School at Work program is a very successful program being used widely in healthcare facilities on the East Coast. The program transitions entry-level workers into clinical, clerical and support positions by providing them with an eight-month basic skills training using worksite-based TV broadcast and internet instruction.



- Training includes computer skills, reading, math, grammar, biology, physiology, etc.
- Students meet weekly for 1.5 hours. They use a workbook, DVD class sessions and online work. Classes are typically 12-14 people (about 70% finish the course; about 33% are enrolled in continuing education within 90 days).
- Staff who didn't think they could go back to school gain not only skills but confidence through the School at Work program before enrolling in a local certificate or degree program.
- The program is \$450 per student (hospitals usually give paid study time as a bonus after

### Program Gets \$4.1 Million Bequest

New Data Confirms Shortage of Nursing School Faculty Hinders Effort to Address Nation's Nursing Shortage

NHSC Ambassador Toolkit: Tips and Tools for Mentoring Success

Outlook for Occupational Therapists and Speech / Language Pathologists

Health Skill Panels Activities

Laurie Jinkins Set as Keynoter for Healthcare Career Fair

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May 4, 2005 Health Skill Panels Semi-Annual Meeting: Connections for Health Workforce completion). Coach materials are \$1,250.

• To present the School at Work program to administration: 1) tie it to reduced turnover/increased retention; 2) demonstrate Return on Investment (ROI) - show monetary value gained when an internal person is hired. A ROI study is available through the training organization.

Florida schools are putting a focus on healthcare career academies. They have healthcare academies at area high schools. Many of the students are from low-income families. They receive an introduction to the healthcare field through internships and will obtain their CNA upon graduation.

 Students work in local health facilities and receive a weekly stipend on: 1) perfect attendance; 2) positive behavior; and 3)showing they are applying themselves (they receive either \$33, \$66 or \$100 per week depending on how many of these three components they meet each week).

John Hopkins Health System - They discussed several successful incumbent worker training programs. Through a DOL grant, Job Coaches were hired; "high potential" employees were assessed using tools like CASAS, Wonderlic, and Career Scope; the organization identified specific targeted occupations for employees to train in; and GED & college training were provided.

 They have a ROI study showing the effectiveness of Job Coach outcomes. The Casey Foundation has the study. The retention rate with job coaching was 70-82%, vs. 60% without.

Contact <u>Kristen Gillisse Howe</u> at 425-921-3498 for additional information or contacts for any of the above programs.

### Clark College Nursing Program Gets \$4.1 Million Bequest

March 14, 2005 - Associated Press

A woman has bequeathed \$4.1 million to Clark College for nursing education although she had no connection to nursing or the program, officials said. The bequest from Hilma Speights, 74, of Washougal, who left no children or other close relatives when she died of pancreatic cancer in November, is the second-largest in the history of the two-year school, according to president Wayne Branch. Branch said he would choose a committee to determine how the funds should be spent, adding that he hoped nursing students could begin benefiting from funds by the fall.

Leslie Curry, Speights' lawyer and friend, said she knew many hospitals were short of nurses and wanted to help more people who sought careers in nursing. She also directed that her possessions be sold to benefit the American Legion Auxiliary and left the rest of her estate to the University of Washington in Seattle for medical research, Curry said. Speights, a Battle Ground High School graduate, went to work for Alcoa at 17, worked for the aluminum company for 42 years and retired as an administrative assistant when the mill closed. Her husband Bill died in 1997.

<u>Download a story from The Columbian</u> about Speights' gift at the Clark College website: <a href="http://cf.clark.edu/pdf/media/Nursinggift.pdf">http://cf.clark.edu/pdf/media/Nursinggift.pdf</a>. You will need <a href="Adobe Acrobat">Adobe Acrobat</a> to download this document.

### New Data Confirms Shortage of Nursing School Faculty Hinders Efforts to Address the Nation's Nursing Shortage

Almost 3,000 Qualified Students Turned Away from Graduate

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Health Skill Panels

Lourie Jinkins Set as Keynoter for Healthcare Career Fair

### **Nursing Programs**

March 8, 2005 - American Association of Colleges of Nursing

According to new survey data released today by the American Association of Colleges of Nursing (AACN), enrollments in entry-level baccalaureate programs in nursing increased by 14.1 percent in fall 2004 over the previous year. This enrollment increase is even greater than AACN's preliminary data released on December 15, 2004 which showed a 10.6 percent increase. Despite this significant gain, more than 32,000 qualified applications were turned away from baccalaureate and graduate nursing programs last year, including almost 3,000 students who could potentially fill faculty roles.

Though interest in baccalaureate and graduate nursing education programs is high, not all qualified applications are being accepted at four-year colleges and universities. In fact, AACN's survey found that 32,797 qualified applicants were not accepted at schools of nursing last year due primarily to a shortage of faculty and resource constraints. Within this total, applicants turned away include 29,425 from entry-level baccalaureate programs; 422 from RN-to-Baccalaureate programs; 2,748 from master's programs; and 202 from doctoral programs.

The top reasons reported by nursing schools for not accepting all qualified students into entry-level baccalaureate programs include insufficient faculty (76.1 percent), admissions seats filled (75 percent), and insufficient clinical teaching space (54.5 percent). In the 2004-2005 academic year, 122,194 completed applications were received at schools of nursing with 84,002 meeting admission criteria and 54,577 applications accepted. The application acceptance rate was 44.7 percent.

"Given the nation's diminishing supply of nurse faculty, it's particularly disturbing to see that almost 3,000 qualified applicants were denied entry into graduate nursing programs last year," said Dr. Bartels. "Efforts to address the faculty shortage will fail unless we can ensure that all qualified nursing students seeking graduate education can be accommodated."

One innovative program that is gaining momentum and helping to bring younger faculty into nursing is the Baccalaureate to Doctoral degree program. These accelerated programs provide an efficient pathway to careers as nurse educators, researchers, and leaders for highly motivated students. Intense clinical experiences are embedded in these 4-5 year graduate programs, which build on the solid foundation provided in baccalaureate programs. AACN's latest survey shows that 49 Baccalaureate to Doctoral programs are available nationwide, up from 45 programs in 2003, with an additional 12 programs under development.

Despite the challenges, nursing schools across the country are finding creative ways to expand student capacity and accommodate more students. Many schools are forming partnerships with clinical agencies to support mutual needs and bridge the faculty gap. Other strategies include lobbying for continued state and federal monies, launching accelerated programs, and stepping up efforts to expand diversity and recruit new populations into nursing. For some examples of how individual nursing schools have expanded enrollment despite facing challenges, see

http://www.aacn.nche.edu/Media/NewsReleases/2005/enrollments05.htm#successstories.

For more details or to order a data report, see http://www.aacn.nche.edu/IDS/datarep.htm.

Read the complete article here:

http://www.aacn.nche.edu/Media/NewsReleases/2005/Enrollments05.htm

### NHSC Ambassador Toolkit: Tips and Tools for Mentoring Success

February 2005 - National Health Service Corps ALERT

With the rollout of the newly redesigned and reorganized <u>Ambassador Web site</u>, the National Health Service Corps (NHSC) has also created an **Ambassador Toolkit**. This

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Team:

Bettie Rundlett

toolkit was designed with the input and recommendations of current program participants. It was also developed in a manner that lets readers easily review the three Ambassador goals—recruiting, preparing, and promoting; peruse the lists of suggested Ambassador activities; and glance at the Ambassador resources and materials.

NHSC Ambassadors include a dedicated group of volunteer health professions faculty members, from schools across the Nation, as well as Area Health Education Centers (AHECs) members who work in partnership with the NHSC. Together, they have taken on the role to inspire, mentor, and prepare the next generation of primary care clinicians to serve in areas of greatest need throughout the country.

These faculty mentors can make all the difference in a student's selection of and preparation for a career dedicated to those in need. The NHSC is building partnerships with health professional schools and AHECs across the country in order to promote careers in primary care, and to support and train interested students. Partners, known as NHSC Ambassadors, are a vital link in our goal of meeting the Nation's need for highly trained, culturally competent primary care clinicians to insure that all Americans everywhere have access to health care.

The Ambassador Toolkit is a resource developed just for Ambassadors to help them recruit and prepare students for work in underserved communities and to promote the NHSC mission. It contains useful easy-to-use tips and tools to recruit and prepare students and clinicians to work in underserved communities. http://nhsc.bhpr.hrsa.gov/ambassadors/toolkit.asp

### Outlook for Occupational Therapists & Speech/Language Pathologists

Information on Occupational Therapist and Speech/Language Pathologist programs is still being researched at press time. Please look for the promised chart on schools' statistics in an upcoming edition of the *E-News*.

### **Health Skill Panels Activities**

### Northeast Washington Health Care Skill Panel

by Josie Darst, Eastern Washington Partnership

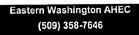
### Laurie Jinkins Set as Keynoter for NE Washington Healthcare Career Fair

Laurie Jinkins, recently appointed Assistant Secretary for Health Systems Quality Assurance at the Washington Department of Health, will open the Northeast Washington High School Career Fair on April 13th at Spokane Community College, Colville Campus. Jinkins, who holds a Master's in Health Care Administration, will encourage students to seriously consider entering health occupations, and will discuss opportunities offered by community colleges.

The Northeast Washington Health Care Skill Panel has elected to repeat the successful format of its initial 2004 fair, inviting public high schools in Ferry, Stevens and Pend Oreille counties to participate. Students will be able to choose from among a dozen different handson, interactive sessions to attend.

Practicing health care professionals will represent these occupations: medical laboratory technician, dental hygienist, health information specialist, registered nurse, speech therapist, occupation therapist, physical therapist, respiratory therapist, nurse practitioner, physician, radiological technologist, emergency medical technician and geriatric mental health specialist.

### **Pierce County Update**





Terry Tatko Western Washington AHEC (206) 441-7137

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Keynote Named for Nursing Conference 2005

The Web Course on ss-Cultural Communication

by LaShemia Hannebutte, Pierce County Health Services Careers Council

### Tacoma-Pierce County HOW Workshops Sport New Information, Look, Languages

The Pierce County Health Services Careers Council's Healthcare Occupations Workshop (HOW) continues to operate in full swing, with some exciting new additions and expansions. The HOW presentation and workbook have recently been revised to include information on the PCHSCC's newly identified top 20 high demand healthcare careers. Sporting a new look and design, the revised workbooks now also feature brief descriptions of each of the high demand careers, an enhanced financial aid website list, and information on various career assessments and WorkSource services.

HOW is also targeting its outreach to capture minority participants. The HOW workbook and accompanying PowerPoint presentation are currently being translated into Spanish, Russian and Korean, and bilingual presenters are being recruited. Translation is expected to be completed in early April, and targeted workshops are currently being scheduled for late spring and early summer.

HOW workshops remain free and open to the public, but prior registration is suggested. Upcoming workshops include:

- April 6, 2005, 1:00 3:00 p.m.
   Tacoma Community College, Gig Harbor Campus 3993 Hunt Street, Room 105
   Gig Harbor, WA
- May 19, 2005, 2:00 4:00 p.m.
   Pacific Lutheran University
   1010 122nd Street S, Ramstad Hall Room 202 Tacoma, WA

For more information or to register for a workshop, please contact Brittany Sadler at 253-404-3980.

### "From the Heart: Nursing from the Inside Out" Workshop Successful

On February 25, 2005, PCHSCC's Career Retention Work Team provided its first workshop for nurses. The workshop, entitled "From the Heart: Nursing from the Inside Out" was designed to give nurses insights and skills for fulfilling and healthy nursing careers. The workshop was part of PCHSCC's overall effort to address the nursing shortage by improving nurse retention, and is intended for delivery on an ongoing basis.

The workshop was a great success! Thirty-five nurses from Franciscan Health System, Good Samaritan Community Healthcare and MultiCare Health System participated. Speakers from healthcare organizations throughout Pierce County, mostly nurses, volunteered their time to present. Topics included: finding meaning and purpose in nursing work, dealing with grief and loss, conflict resolution, stress reduction and relaxation techniques, and more. The feedback received from this group of nurses at the end of the day was overwhelmingly positive and will prove helpful for PCHSCC's continuous quality improvement efforts.

### Youth Workforce Development Initiative Kicks-Off

On February 23rd, the Pierce County Health and Construction Partnership hosted the Youth Workforce Development Initiative Kick-Off Event. This event was attended by approximately 75 people, and Senator Patty Murray and Congressman Adam Smith spoke of their support for this innovative scholarship partnership. CEO/President of MultiCare Health System, Diane Cecchettini, and President of Absher Construction, Dan Absher, spoke of the particular needs of their respective industries, as well as the needs of the workforce development system. This public-private partnership has leveraged \$119,000 in funds to create scholarships for students who are interested in high-demand healthcare and construction apprentices and training programs.

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### Pierce County Receives Excellence in Community Partnership Award from MultiCare

MultiCare hosted its 16th Annual President's Award, and for the second time in a row the Health Partnership was named as a partner in the Excellence in Community Partnership Award for the collaboration in MultiCare's 2004 Nurse Camp. This camp was an awesome partnership that provided an opportunity for 30 students, many of whom were from diverse backgrounds, to be exposed to nursing careers at MultiCare, and nursing program opportunities at Pacific Lutheran University and Tacoma Community College. Department of Labor grant funds that had been awarded to the Health Council enabled

Labor grant funds that had been awarded to the Health Council enabled them to provide a grant to help ensure this camp's success. The health council was also able to provide staff to assist with dissemination of Healthcare Occupation Workshop (HOW) booklets and high demand healthcare information for students and parents.

Photo: PCHSCC receives Excellence in Community Partnership Award.

### MultiCare Nurse Camp Doubles in Size; Applications Due March 30



MultiCare will be hosting their 2nd Annual Nurse Camp July 11 through July 15, 2005. Nurse Camp is FREE of charge, and they are looking for current high school students in Pierce and South King Counties who are interested in a nursing career and are motivated to learn more. This year's camp will double the number of campers accepted; 30 freshman/sophomore students and 30 juniors/seniors will be chosen

based on written applications. Applications must be received by Wednesday, March 30, 2005. Please visit http://www.multicare.org to learn more about this camp.

Photo: Students at the 2004 Nurse Camp get acquainted with a Huey helicopter.

### **Snohomish County Health Services Careers Partnership**

by Kristen Gillisse Howe, Sonohomish County Workforce Development Council

### **Keynote Named for HSCP Nursing Conference 2005**

Susan Grant, Chief Nursing Officer at the University of Washington Medical Center in Seattle, has been named as the keynote speaker for the **Nurses Count:** *Maintaining Your Value* conference on April 26, 2005.

Grant has served as a staff nurse, case manager, unit manager, nursing supervisor and executive director during the last 21 years. She says, "I love that in nursing, there are endless opportunities to make a real difference at pivotal points in people's lives."

Recently, Grant was awarded the NurseWeek/Nursing Spectrum Nursing Excellence Award for Leadership in October 2004 for "traveling on a journey of distinction that has transformed others' lives."

Read more about Nurses Count in this issue's Calendar.

### Free Web Course on Cross-Cultural Communication

February 2005 - National Health Service Corps ALERT

Here is an opportunity for both students and clinicians who want to gain cross-cultural public health communication skills to enroll in an independent course to help them prepare for work in underserved communities. You might also consider this opportunity for yourself and your colleagues.

The University of Medicine and Dentistry of the New Jersey School of Public Health, Office of Public Health Practice, in collaboration with the New York New Jersey Public Health Training Center, is offering a free, Web-based interactive learning experience entitled "Communicate to Make a Difference: Exploring Cross-Cultural Communication."

### **Bequest**

New Data Confirms rtage of Nursing anool Faculty Hinders Effort to Address Nation's Nursing Shortage

NHSC Ambassador Toolkit: Tips and Tools for Mentoring Success

Outlook for Occupational Therapists and Speech / Language Pathologists

Health Skill Panels Activities

Laurie Jinkins Set as Keynoter for Healthcare Career Fair

Tacoma-Pierce County HOW Workshop Sports New Look

"From the Heart: Nursing from the Inside Out" Workshop Successful

Youth Workforce Development Initiative Kicks Off

Pierce County Receives
Freellence in Community
nership Award

MultiCare Nurse Camp Doubles in Size

Keynote Named for Nursing Conference 2005

Free Web Course on Cross-Cultural Communication

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April 26, 2005 Nursing Conference 2005 -Nurses Count: Maintaining

Your Value, Everett

April 28-29, 2005 Allied Health Center of Excellence Conference: Ready, Set, Connect!, Yakima

Set, Connecti, Takima

April 28-30, 2005 National Conference of Nursing Workforce Leaders -2005 Taking the Long View: Turning Vision into Action,

Portland, Oregon

May 4, 2005

Ith Skill Panels SemiJal Meeting: Connections
Health Workforce

Development, Moses Lake

This Web course takes approximately 6 hours, and is designed for an individual to complete in his or her own time within a 30-day period. The course is aimed at public health professions, and provides 3 training modules that introduces participants to the many facets of cultural and communication in a real-world public health scenario. For more information, visit the Web site (<a href="www.nynj-phtc.org/cc">www.nynj-phtc.org/cc</a>), or call Robyn Shumer at 732-235-9451 or shumerrb@umdnj.edu.

### **Meetings for Calendar**

### Nursing Conference 2005 - Nurses Count: *Maintaining Your Value* Everett Events Center, Everett, April 26, 2005

The Snohomish County Health Services Career Partnership (HSCP) and WorkSource Snohomish County will be hosting an all-day Nursing Conference at the Everett Events Center on April 26, 2005. The full day conference, Nurses Count: Maintaining Your Value, is designed for active nurses in Washington State, seeking tools to manage the everyday challenges of being a nurse. The conference will provide nurses the tools to refresh and renew their commitment to nursing by learning techniques in a variety of topics surrounding communication, self-care and personal/professional growth. Sponsorship, exhibitor, and attendee registration information can be found at:

http://www.worksourceonline.com/nursingconference

For additional information, contact Kristen Gillisse Howe at <a href="mailto:nursingconference@snocowdc.org">nursingconference@snocowdc.org</a>

### Allied Health Center of Excellence Conference: Ready... Set... Connect!

Red Lion Hotel Yakima Gateway & Yakima Valley Community College, April 28-29, 2005

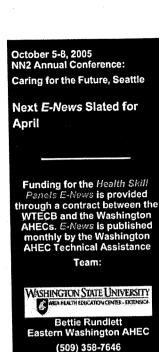
The Washington State Allied Health Center for Excellence at Yakima Valley Community College invites allied health faculty and administrators from the state's community and technical colleges and interested partners to attend the 2005 Spring Conference. The conference will be participatory, discussion-based, and hands-on. Convention rates have been arranged at the Red Lion Hotel Yakima Gateway; space availability may be limited so early registration is recommended. Contact <a href="mailto:Pam Moon">Pam Moon</a> (pmoon@yvcc.edu) or <a href="mailto:Shirley">Shirley</a> Mohsenian (smohsenian@yvcc.edu) for more information.

### The 3rd National Conference of Nursing Workforce Leaders - 2005 Taking the Long View: Turning Vision into Action Portland, Oregon, April 28-30, 2005

This national conference of state-based nursing workforce centers, leaders and stakeholders will focus on long-term nursing workforce solutions at the grass roots level. Key themes will include best practices in workplace redesign, technological innovation, education reform, rural challenges, nurse retention and inter-generational workforce issues. Presentation/poster proposals are being accepted through February 1, 2005, 5:00 p.m. EST. Sponsored by the Oregon Center for Nursing and the Washington Center for Nursing. Contact Linda Tieman, Executive Director of the Washington Center for Nursing, for more information.

### Health Skill Panels Semi-Annual Meeting: Connections for Health Workforce Development *Mark your calendar!*Big Bend Community College - Moses Lake, May 4, 2005

"Connections for Health Workforce Development" is the theme of the semi-annual Health



Skill Panel meeting, which will be held at the new Grant County Advanced Technologies Education Center at Big Bend Community College in Moses Lake on Wednesday, May 4, 2005. The meeting will begin with a continental breakfast at 8:30 a.m. and conclude at 4:30 p.m. Skill Panel coordinators, interested panel members, and Statewide Healthcare Personnel Shortage Task Force Members are invited to participate. Speakers have been invited from the Office of the Superintendent of Public Instruction, the WTECB, and from various Skill Panels themselves. A dinner for Skill Panel Coordinators is planned for Tuesday evening, May 3, at the Best Western Lake Inn. Keep checking the WWAHEC website for registration updates and links. You can also download a Word document about recommended hotels in Moses Lake OR check out this website on Moses Lake lodging options: www.moses-lake.com/accommodations.html.

### NN2 Annual Conference: Caring for the Future Seattle Hilton, October 5-8, 2005

The annual Conference of the National Network of Health Career Programs in Two Year Colleges (NN2) will be hosted next year by Edmonds Community College (EdCC). The NN2 Caring for the Future conference will be held in Seattle at the Hilton Hotel from October 5-8, 2005. This is an opportunity to interact with healthcare faculty and program directors from around the state and the country. Program information, updates, and registration information will be available on the NN2 website <a href="www.nn2.org">www.nn2.org</a>, in January 2005. If you have a workshop or program idea you would be interested in presenting at the event, please contact Elizabeth Patterson, Director of Allied Health Programs, EdCC <a href="mailto:Elizabeth.patterson@edcc.edu">Elizabeth.patterson@edcc.edu</a> or by telephone at 206-409-1549.

Conference Sponsorship and exhibit opportunities are also available. For more information, please contact Elizabeth Patterson at EdCC by email at: Elizabeth.patterson@edcc.edu. Event brochure located at: http://www.worksourceonline.com/b/images/NN2postcard.jpg







Next E-News Slated for April

The next issue of Health Skill Panels' *E-News* will be distributed to WDC leadership and skill Panels' Coordinators in mid-April. Send your articles, photos, summaries and announcements of current and upcoming activities and meetings to <u>Terry Tatko</u> or <u>Lori Quenzer</u> at Western Washington Area Health Education Center.

E-News is provided as a service to Washington Health Skill Panels and Workforce Development Councils by the Washington Area Health Education Centers. Funding for E-News is provided through a contract between the WTECB and Eastern Washington AHEC and Western Washington AHEC. Western Washington AHEC "publishes" the E-News. The Workforce Training and Education Coordinating Board can be reached at (360) 753-5660.

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### Health Skill Panels

### E-News

May 2005

Volume 2, Number 4

### Calendar Highlights:

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August 2-4 Simulation for Nurse Educators, Vancouver, WA

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High School Math and



Account If you need to print this edition, we recommend that you download the pdf reader version of the newsletter. You will need Adobe Acrobat to download the

### Skill Panel Coordinator's Workshop Receives High Marks

The newly-opened Advanced Technologies Center at Big Bend Community College, Moses Lake, was the location for "Connections in Workforce Development," the May 4th semi-annual workshop for Health Skill Panel coordinators and panel members. Thirty-seven participants heard excellent presentations from Kyra Kester, of OSPI, and Anita Jinks, Tacoma Public Schools' Career and Technical Education Coordinator; Linda Tieman of the Washington Center for Nursing, Linda Snow of the Oregon Regional Clinical Placement group, and Mark Smith from the NW Radiological Consortium; and Madeleine Thompson of the Workforce Training Board staff.

Three members of the Statewide Health Care Personnel Shortage Task Force were present: Ben Flores of the Washington Association of Community and Migrant Health Centers, Ms. Kester, and Bill Gray, Co-chair of the Task Force, who introduced Madeleine Thompson's presentation.

Each of the State's twelve Health Skill Panels were represented in the afternoon session. where they presented an update on the activities of their panels for the past six months. The semi-annual meetings are coordinated by the Area Health Education Centers and are funded through the Workforce Training and Education Coordinating Board.

### High School Math and Science Teachers to Upgrade **Biotechnology Skills**

### Seattle-King County WDC Grant Funds Workshop and Summit

In June 2005, the Workforce Development Council of Seattle-King County will begin funding a \$97,000 grant to the University of Washington's Department of Genomic Science, who in partnership with: BioQuest/SBRI, Bellevue Community College, Fred Hutch., Puget Sound Energy, and Amgen will be providing biotechnology skill upgrade training to 33 high school math and science teachers in Seattle, Tukwila, Bremerton, and Vashon Island school districts.

As a result of a six-day biotechnology workshop, which will be spread over Fall and Winter semesters and take place in various lab settings, teachers will receive a certificate recognized by the Washington Science Teachers Association. They will also receive professional development credit. At the end of the contract year, some of the grant funds will partially finance a Life Science summit to be held in King County. Approximately 90 teachers and industry leaders will be invited to attend.

For more information contact Helena Haas of the Seattle-King County WDC.

Science Teachers to Upgrade Biotech Skills

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Team:

Bettie Rundlett Eastern Washington AHEC (509) 358-7646



### New Male Nursing Marketing & Recruitment Video on DVD

### Nursing: It's More than a Job to be released in June

In June 2005, Clover Park Technical College will release a male nursing marketing and recruitment video on DVD titled, "Nursing: It's More than a Job." Viewers can expect exciting music, fresh graphics and diverse interviews that offer a unique perspective on the nursing industry. Troy Hutson, an interviewee and Executive Director of the Health Work Force Institute (a part of the Washington State Hospital Association, or WSHA), said, "Nursing is all about relationships; it's all about the ability to form connections with people.

Forming the connections with men and recruiting them into a field dominated by women is the goal of the video. The release of this DVD marks a tremendous effort to use nontraditional means to reach a market that is largely untapped. Numerous studies have shown that the nation's severe nursing shortage has been exacerbated by the low percentage of males, currently around six percent, in the profession. The situation within Washington state is even more discouraging, with roughly two percent of the nursing workforce made up of men.

Clover Park Technical College was awarded the Best Practices: Recruiting & Advising Innovation Grant from the Washington State Board for Community and Technical Colleges in the fourth Quarter of 2004. In their grant application, CPTC proposed an innovate best practice that incorporates videography as a means of improving outreach to nontraditional student populations.

Highlights of the project include:

- On-site: release of the video on DVD
- On-air: air the video on CPTC TV, Clover Park's educational access channel in Pierce County, reaching more than 20,000 homes
- Online: stream the video on the college's website, www.cptc.edu

Nursing is powerful work; not many professions present an opportunity to touch people's lives and be a positive influence every day. Clover Park Technical College believes that this video will help men understand that "nursing is more than a job."

For more information about *Nursing: It's More than a Job*, contact Shawn Jennison at (253) 589-6048.

### **Outlook for Occupational Therapists**

Much like the increased educational requirements in Physical Therapist programs reported in the February edition of the *E-News*, there is a national movement for Occupational Therapy education programs to change to the masters degree level. Outlined below is a list of current programs in the state and some statistics regarding their programs.

	Occupational The Masters in Occupational	erapist programs Il Therapy (MOT) Degi	ree
	Eastern Washington University*	University of Puget Sound	University of Washington
Enrollment	25	30-35	25
2005 Graduates	none*	13	24
Qualified Applicant Pool	25	40-45**	65

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Program Length	2 and a half years (7 quarters + 6 months full-time fieldwork)	2 and a half years (4 semesters + 6 months full-time fieldwork)	2 years and 1 quarter
Completion Rate	not yet known*	95%	98%
1st Attempt Exam Pass Rate	not yet known*	96%	99.2%

Occupat	tional	Therapy	Assis	tant	progran	1

	Green River Community College
Enrollment	32
2005 Graduates	14
Qualified Applicant Pool	15
Program Length	7 quarters, after completing prerequisites
Completion Rate	80%
1st Attempt Exam Pass Rate	<b>100%</b> in 2004

If you can fill in these same blanks about Speech/Language Pathologist or Medical Lab Technology programs in Washington, please send the information to <a href="mailto:loriq@wwahec">loriq@wwahec</a> for publication in a future *E-News*.

### **Health Skill Panels Activities**

### Northeast Washington Health Care Skill Panel

Josie Darst, Eastern Washington Partnership

### Rural High School Students Urged to Enter Healthcare Occupations at Eastern Washington Career Fair

by Terri Elders, VISTA Coordinator

"Think big when you think about healthcare occupations," advised **Laurie Jinkins** in her keynote address at the Eastern Washington Partnership Workforce Development Council's high school healthcare career fair, April 13th at Colville Center, Community Colleges of Spokane.

Jinkins, Assistant Secretary for Health Systems Quality Assurance at the Washington Department of Health, pointed out that her department licenses 57 healthcare professions in this state that has over 300,000 licensed healthcare providers. "There aren't many occupations where you can go home at the end of the day and say you've changed or saved somebody's life," she added. "So do what you're doing today. Seek out people who do what you want to do. Volunteer your time. Believe in yourself. You don't have to plan your whole life right now, but remain open to opportunity."



<sup>\*</sup> This is the first year for Eastern Washington University's MOT program.

<sup>\*\*</sup> UPS used to graduate 50-55 per year when they had both an undergraduate and a graduate program.

<sup>^</sup> Green River Community College will accept applications up to the first day of the fall quarter for qualified students.



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October 5-8, 2005 NN2 Annual Conference: Above: Laurie Jinkins, Assistant Secretary for Health System Quality Assurance, DOH

Students attended from Columbia (Hunters) High School, Colville High School, Cusick High School, Jenkins (Chewelah) High School, Johnson Christian Academy, Kettle Falls High School, Newport High School, Republic High School, Selkirk High School and Curlew Job Corps. Each student could elect to go to four of a dozen different presentations on health and medical occupations.

Jeff Holter of Preferred Medical, Inc., discussed how respiratory therapists treat patients with heart and lung disorders and help patients with chronic breathing problems. He brought equipment so that students could determine the oxygen level in their blood, and demonstrated other respiratory techniques. "If students knew more about what a good paying occupation this is, I think they'd be eager to consider it," he said.

Below: Rich Hanson of Super 1 Pharmacy in Colville describes pharmacists as educators of medicine.



Super 1 Pharmacy's Rich Manson dispelled the myth that pharmacists just count pills. He detailed how pharmacists provide drug information to physicians, nurses and other healthcare practitioners, and educate customers about medicines. "A day like this is so worthwhile. It lets kids know what's out there. There are career possibilities that they aren't even

aware of," Manson said. He warned that the hardest part in becoming a pharmacist is getting into school, adding that once students complete the six-year training program there would be several companies waiting to hire them at substantial salaries.

RNs Lisa Wolfe of Northeast Washington Medical Group and Martin Garrett of Pinewood Terrace Nursing Home teamed up to promote nursing as a satisfying career. They invited students to set up intravenous systems using a prosthetic arm. Francisco Soto Magaña, of Cusick High School, was one student who properly injected the needle into the arm, and appeared intrigued by the procedure. Others enjoyed watching and discussing how to do this without causing undue discomfort to a live patient.



. -- . -- .

Above: Martin Garrett of Pinewood Terrace and Lisa Wolfe of NEWMG explain that nursing is both an art and a science.

Many students expressed surprise at the wide range of opportunities that await them in nursing. **Janet Clingaman**, a Nurse Practitioner with Stevens County Counseling Services, well-illustrated this variety in her sessions, detailing the special services that nurses can provide in the field of geriatric mental health. **Jane Hoover**, Nurse Practitioner with Northwest Washington Medical Group, outlined the kinds of courses students should take to lead to this career choice.

**Mel Beam**, a physical therapist with Northeast Washington Medical Group, demonstrated various techniques he uses to help patients. He brought along a handgrip dynamometer so that students could measure the strength of their grip, and expressed surprise at how strong many of them were. He elicited laughs by asking, "Did you grow up on a farm?"

Below: Deanie Franz of Stevens County Sheriff's Ambulance shows the results of combining drinking with driving.



Republic High School's **Normina Van Sauer** indicated that the "demolished car," brought by emergency medical technicians **Chad Fox** and **Deanie Franz**, had the greatest impact on her. The pair from Stevens County Sheriff's Ambulance brought along an ambulance and the wrecked car so that students could see firsthand how lives are saved through this service.

Many Job Corps students were particularly interested in health information management, as presented by **Mike Bestrom** of Pinewood Terrace. Since they are studying medical records at their school, Bestrom's comments were particularly pertinent. Health information specialists manage the collection, analysis and use of information that guides the healthcare industry, Bestrom explained.



Above: Medical records technologist Mike Bestrom describes how health information is the backbone of the healthcare industry.

Job Corps student Rebecca Groves also indicated great interest in the imaging presentation

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of **Steve Schnidler** of Mt. Carmel Hospital, who discussed X-rays, Ultrasound and other imaging processes. Radiologic technologists, students learned, perform diagnostic studies using a variety of equipment to aid in the diagnosis and treatment of health issues.

Below: Scott Fry, MD, discusses medical specialties with career fair attendees.



Colville High School's **Ryan Cloke** was impressed by the comments of **Scot Fry**, MD, of Northeast Washington Medical Group, since he wants to become a doctor himself. Fry discussed the spectrum of physician specialties, including family practice, child psychiatry, dermatology, emergency medicine and many more.

"The dental hygienist class was very fun and interesting," reported **April Sattleen** of Cusick High School. **Janna Hansen**, also of Cusick, agreed. "I really enjoyed this and it made me really think of making this my career." Dental hygienist **Pam Achziger** of Rob Hardwick, DDS, was accompanied by two dental assistants, **Sheryl Herriman** and **Kelly Hall**. Together they taught students how to remove plaque from teeth and how to test themselves for gingivitis.

Alice Patterson of Patterson Consulting Services discussed laboratory technology occupations. Students tested themselves for strep infections and learned that medical laboratory technicians perform general tests in all laboratory areas, including blood banking, chemistry, hematology, immunology and microbiology. Working with the supervision of a medical technologist, medical laboratory technicians hunt for clues to the absence, presence, extent and cause of diseases.

During breaks students visited exhibits set up by a variety of education institutions and talked with school recruiters. Representatives included **Freddi Van Gemert**, Intercollegiate College of Nursing; **Carol Nelson**, Spokane Community College; **Laura Biviano**, Eastern Washington University; **Hugh Scholte**, Big Bend Community College; and **Melody Sims** and **Nicole Beck**, Columbia Basin Community College.

Bonnie Wagner of the Eastern Washington Area Health Education Center spoke with students about Project HOPE, an internship program for high school students. Terri Elders, a VISTA (Volunteer in Service to America), discussed opportunities in health and HIV/AIDS in the Peace Corps and how health volunteers work at the grass-roots level in developing countries where the need is most urgent and the impact can be the greatest.

The WDC's Health Skill Panel now is considering other ways to promote healthcare occupations in Ferry, Stevens and Pend Oreille counties. One possibility is to reach younger students by establishing resource centers with materials available to elementary school teachers. Another possibility is a workshop for science and math teachers. For information about the Panel and its activities, contact Terri Elders at WorkSource, (509) 685-6141.

All photos, except photo of Laurie Jinkins, by Josie Darst.

### **The Luminary Project Spotlights Nurse Environmental Heroes**

National Nurses Week 2005 (May 6-12) marked the launch of the <u>Luminary Project</u>, a new web-based effort to capture the illuminating stories of nurses' activities to improve human health by improving the health of the environment. The shining stories on this website show how nurses are creatively and strategically addressing environmental problems and illuminating the way towards safe hospitals, communities with clean air, land and water, and children born without toxic chemicals in their bodies. All nurses engaged in this work are encouraged to access the site as a resource and to add their own stories to the site.

"Nurses are natural catlysts," said Barbara Sattler, RN, DrPH, FAAN, Director of the Environmental Health Education Center at the University of Maryland School of Nursing. "We are constantly solving problems and improving our practice. But we almost never take the chance to be recognized. The Luminary Project lets us do that in a way that inspires others to build on our collective experiences.

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New Male Nursing Marketing & Recruitment Video on DVD "Nurses are powerful. When we act alone, we get things done. But when we act together, our influence is greatly magnified," added Anna Gilmore Hall, RN, and Executive Director of Health Care Without Harm. "The Luminary Project shines the light on nurses who are quietly but brilliantly improving the health of their patients, their communities, and the environment in order to magnify their influence and effect lasting change."

Many organizations support and endorse this project, including: the American Association of Community Health Nursing Educators, American Journal of Nursing, American Nurses Association, Association of State and Territorial Directors of Nursing, Commonweal, Environmental Health Strategy Center, National Nursing Centers Consortium, Nursing Spectrum, Public Health Nursing Section of the American Public Health Association, Quad Council of Public Health Nursing Organizations, and the Washington State Nurses Association, among others.

The Luminary Project is the collaboration of the Nurses Workgroup of <u>Health Care Without Harm</u>, a 501c3 organization based in Arlington, Virginia, and the Nurses and Nursing Organizations who are the <u>Guiding Lights</u> and <u>Beacons</u> for this project. <u>The Beldon Fund</u> is providing the funding to begin *The Luminary Project: Nurses Lighting the Way Towards Environmental Health*.

### **Meetings for Calendar**

### The Many Faces of Rural Nursing: Advancing the Generalist Role Pullman Regional Hospital, Pullman, July 11-15

Washington State University's Rural Nursing Internship and Pullman Regional Hospital will host a conference with a diversity theme focusing on crisis assessment and management for patients and the workplace. The keynote speaker, Angeline Bushy, is a nationally-renowned rural nurse researcher, author and consultant. Medstar's Sim Man stars in traumatic simulations for hands-on diversity resources. Other features include presentations about general patient care, obstetrics, pediatrics, emergency, pain, and work place issues. Vendors and social activities rounds out an exciting week in a state-of-the-art rural hospital.

The annual conference is partially funded by a Human Resource and Services Administration grant for the first distance education nurse residency in the United States. An online brochure and registration form is available at <a href="https://www.nursing.wsu.edu/rni">www.nursing.wsu.edu/rni</a>. You can also call (509) 324-7368.

### Simulation for Nurse Educators Clark College - Vancouver, WA, August 2-4, 2005

Simulation is the future. Are you ready? This three-day interactive workshop for nursing professionals is designed to provide hands-on experience using simulation. Participants will learn the basics of simulation, effective start-up strategies, funding options and resources, the benefits of simulation for students and how to run simulation experiences. This workshop will be facilitated by Shelly Quint, RN, MS, Director of Nursing for Clark College. Shelly has extensive experience with simulation, as she demonstrated at last November's semi-annual Health Skill Panel meeting in Tacoma. There, Shelly put students from Renton Technical College through their paces as they practiced with a SimMan mannequin.

Registration for Simulation for Nurse Educators ins July 1. Contact Clark College at 360-992-2939 for a brochure/registration form. Clark College has arranged a group rate for workshop attendees at Homewood Suites by Hilton, in Vancouver; make your reservations by July 1st at <a href="https://www.vanwa\_homewood@hilton.com">www.vanwa\_homewood@hilton.com</a>, or by calling 1-800-225-6466.

### WA-ACTE 2005 Summer Conference: CTE...that WORKS Yakima Convention Center, Yakima, August 14-17

The Washington Association for Career and Technical Training (WA-ACTE), in conjunction with the Office of the Superintendent of Public Instruction and the Workforce Training and

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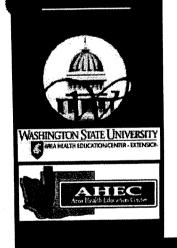
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Next *E-News* Slated for June



Education Coordinating Board, presents the 2005 Summer Conference, "CTE...that Works," on August 14-17 at the Yakima Convention Center. Participants will return to their classrooms and communities with new strategies to strengthen and improve non-traditional training and employment and for collecting and using classroom-based data. The opening speaker will be Dr. Terry Bergsen, the Washington State Superintendent of Public Instruction; the keynoter will be Gene Bottoms, EdD, director of the Southern Regional Education Board's *High Schools that Work* initiative. The closing session keynoter is Randy Dorn, Executive Director of Public School Employees of Washington.

Brochures, registration materials and exhibitors' prospectus are available for downloading at <a href="http://www.wa-acte.org/summerconf.html">http://www.wa-acte.org/summerconf.html</a>. Many nearby hotels have a conference room rate that is available until July 14, 2005; those hotels are listed in both the conference brochure and the registration packet.

### NN2 Annual Conference: Caring for the Future Seattle Hilton, October 5-8, 2005

The annual Conference of the National Network of Health Career Programs in Two Year Colleges (NN2) will be hosted next year by Edmonds Community College (EdCC). The NN2 Caring for the Future conference will be held in Seattle at the Hilton Hotel from October 5-8, 2005. This is an opportunity to interact with healthcare faculty and program directors from around the state and the country. Program information, updates, and registration information will be available on the NN2 website <a href="www.nn2.org">www.nn2.org</a>, in January 2005. If you have a workshop or program idea you would be interested in presenting at the event, please contact Elizabeth Patterson, Director of Allied Health Programs, EdCC <a href="mailto:Elizabeth.patterson@edcc.edu">Elizabeth.patterson@edcc.edu</a> or by telephone at 206-409-1549.

Conference Sponsorship and exhibit opportunities are also available. For more information, please <u>contact Elizabeth Patterson</u> at Edmonds Community College by email at <u>Elizabeth patterson@edcc.edu</u>. Conference updates and registration form are available at <u>www.nn2.org</u>.

### Next E-News Slated for June

The next issue of Health Skill Panels' *E-News* will be distributed to WDC leadership and skill Panels' Coordinators in mid-June. Send your articles, photos, summaries and announcements of current and upcoming activities and meetings to <u>Terry Tatko</u> or <u>Lori Quenzer</u> at Western Washington Area Health Education Center.

E-News is provided as a service to Washington Health Skill Panels and Workforce Development Councils by the Washington Area Health Education Centers. Funding for E-News is provided through a contract between the WTECB and Eastern Washington AHEC and Western Washington AHEC. Western Washington AHEC "publishes" the E-News. The Workforce Training and Education Coordinating Board can be reached at (360) 753-5660.

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Editor: Don Nelson 360-416-2137

A PRINT

E-MAIL

### SVC, development council team up to train nurses

**BY KASIA PIERZGA** 

When Mount Vernon native Irene Sosa dropped out of high school some 15 years ago, her future didn't look very promising.

As a single mom without a high school diploma, she struggled to earn enough money to support herself, eventually taking a job as an aide at a nursing home to make ends meet.

So when she joins 11 other new bilingual licensed

Irene Sosa (left) fills a syringe at Sea Mar Community Health Clinic in Mount Vernon as her mentor, Maria Zapata, looks on. Sosa is one of 12 students who will graduate Wednesday from a bilingual licensed practical nurse program offered through a partnership between Skagit Valley College and the Northwest Workforce Development Council. Scott Terrell / Skagit Valley Herald

practical nurses as they accept their graduation certificates at Skagit Valley College Wednesday night, Sosa said she knows she's got a bright future ahead.

"I can't tell you what a relief it is to be done with school," said Sosa, now 30 and living in Bellingham. "And having finished this program, there are so many more opportunities for me."

The bilingual LPN program was developed through a partnership between Skagit Valley College and the Northwest Workforce Development Council aimed at increasing the number of local health-care workers with much-needed foreign language skills, especially Spanish.

According to Patty McKinney of WorkSource Skagit, many of the students who will graduate tomorrow never expected to earn a degree, let alone move into a high-demand career such as nursing.

"I think a lot of those students didn't realize how much they could accomplish," she said.

Through a grant from the U.S. Department of Labor, the group of students received tutoring, help with child care and other assistance to keep them on track and in school.

For Sosa, becoming a certified licensed practical nurse means a significant step up the wage scale. She's already accepted a job as a triage nurse at the Sea Mar Community Health Clinic in Mount Vernon, where she gained some hands-on experience while going through the nursing program.

Sosa said she also got a lot of encouragement from friends and co-workers who kept pushing her to set higher goals — and then reach them.

"They kept pushing me to go for something more," she said. "I'm glad they did."

Looking for language skills When it comes to finding a job, job-seekers know it's a largely a matter of supply and demand.

Job-seekers with the kind of skills and experience that are in demand among local employers rarely have trouble finding work.

According to a recent report from the Washington Employment Security Department, the ability to speak a second language is increasingly in demand among employers.

Over the next seven years, the report says, demand for translators and interpreters is expected to increase, making it one of the fastest-growing occupations in Washington.

Job seekers with proficiency in languages ranging from French and Spanish to Chinese and Japanese are expected to be in greatest demand. Job openings will be found at airlines, courts and other government agencies, hospitals, publishing companies, telephone companies and translation agencies.

Most translators and interpreters hold at least a bachelor's degree, and according to the report, many are self-employed. The mean wage in Washington for jobs in that category is close to \$21 an hour.

Business columnist Kasia Pierzga can be reached at 360-416-2141 or by e-mail at <u>biznews@skagitvalleyherald.com</u>.



May, 2005

### **Nursing in America: A Portrait of a Profession in Critical Condition**

May 17, 2005 - By Cornelia Dean, NY Times

"Nursing Against the Odds: How Health Care Cost Cutting, Media Stereotypes and Medical Hubris Undermine Nurses and Patient Care," by Suzanne Gordon. 489 pages. Cornell University Press. \$29.95.

Exhausted by heavy work, mandatory overtime and the stress of looking after hospital patients who are sicker, frailer and in need of ever more high-tech intervention, nurses are leaving the bedside faster than they can be replaced.

The situation is so bad, Ms. Gordon writes in this gloomy assessment of American nursing, that even nursing educators, the people we rely on to train the next generation of nurses, are leaving the field, so nursing schools cannot accommodate declining numbers of wouldbe students.

Ms. Gordon, a journalist who specializes in nursing issues, is hardly the first person to make these points. The cost-cutting of managed care has been notoriously hard on nurses, whose salaries loom large on the hospital bottom line.

But these are not the only issues in her book. Issues of respect and regard must also be dealt with if the nursing crisis she sees is to be addressed. And these issues, she writes, will never be solved unless nursing as a profession comes to grips with them.

True, some problems can be solved with simple infusions of cash - money for more staff members brings vast improvement in performance and morale, Ms. Gordon writes. And she cites growing evidence that spending more money on nursing is cost-effective, since it reduces complications like urinary tract infections, bedsores or costly posthospital misadventures.

But other major problems are less amenable to fiscal fixes. For example, she writes, nursing as a profession does not answer with one voice this basic question: Who is a registered nurse?

Recipients of associate degrees, graduates of diploma programs in hospitals, students who earn bachelor's degrees in nursing and liberal arts graduates who complete master's programs in advanced practice, like anesthetists, all can be registered nurses.

But their training is far different. Liberal arts graduates who train for advanced practice nursing may lack crucial bedside skills, or may even denigrate such skills as mere "technical" nursing, even though Ms. Gordon cites numerous cases in which a nurse's bedside experience meant life or death to a failing patient.

On the other hand, and as other experts on nursing have argued, it is difficult to make the

case that registered nurses deserve respect as fellow professionals when they can enter the field without a bachelor's degree. This is a question nursing must confront, Ms. Gordon argues.

Ms. Gordon is also obviously irritated by nursing's collective embrace of what she calls a "language of virtue" to describe the noble self-sacrifices of caring nurses who dedicate themselves to the welfare of others with little thought of themselves.

This tradition is one reason nursing typically scores so well in surveys of the most respected professions. Ms. Gordon offers many examples of nurses who live up to this high standard.

But, she writes, similarly dedicated people in other fields demand - and get - reasonable working conditions, reasonable pay and other compensation for their skill and dedication. Until nursing makes these demands, she argues, nurses will not get the respect they deserve.

She adds that, speaking of respect, the abandonment of starched whites, perky caps and "scrunchy" shoes may have made life easier for nurses, but their wholesale embrace of pastel or flowered scrub suits is not helping their image.

All of this is reflected in the news media, in which nursing's role as a linchpin of medicine goes largely unreported. Here again, Ms. Gordon indicts the culture of nursing - in particular, its habitual deference to doctors and collective unwillingness to promote itself. As an example, Ms. Gordon cites the difficulty a journalist faced when The New York Times assigned her to report on the care of people injured in a Rhode Island nightclub fire. It proved almost impossible to find a nurse to interview, even though arduous, meticulous bedside care is crucial to burn patients' recovery.

Perhaps as a result, Ms. Gordon writes, nurses on television or in the movies are with few exceptions missing in action, or "an ill-distinguished mass of busy hands" or objects of pornographic fantasy.

Idealistic, hardworking and intelligent nurses like Colleen McMurphy of "China Beach," or Belize of "Angels in America," are rare exceptions.

If nurses hoped the arrival of large numbers of women into the ranks of physicians would change the deference equation between them, they were disappointed, Ms. Gordon adds. Now that women make up half the students in medical schools, she writes, women who decide to become nurses are sometimes assumed to lack the ambition or ability to become doctors. And, Ms. Gordon adds, nursing has not done well in attracting men to its ranks.

Many unexpected health crises occur not when technology fails but when a patient's condition changes and no one notices. A doctor who parachutes in for five-minute visits once or twice a day may think a patient is stable or even improving. Sometimes, it is only the nurse at the bedside who knows whether the patient is recovering steadily or teetering on the edge. So people who are interested in the health care system or in their own health care should pay attention to the issues Ms. Gordon raises in this book.

But nurses especially should read it. In many ways, Ms. Gordon's message is directed at them.

## Spokesman Kevier

April 6,2005

# More patients, hiring freeze cited for better outlook

### By John Stucke

bounds from last year's dismal financial per-Layoffs at Sacred Heart Medical Center will be fewer than anticipated this spring as the hospital treats record numbers of patients and reformance

ployees at Spokane's leading private employer announced Tuesday will send shudders through the local economy. Hospital president Mike Wilson said 155 employees accepted early retirement or voluntary separation packages. Up to 20 more employees likely will be laid off as the hospital reassigns staff to fill vacan-Regardless, the ultimate loss of 175 em-

cies and comply with union seniority rules.

red ink on the ballooning number of patients The changes are less dramatic than originally feared as the hospital reeled from a \$4 million loss last year. Executives blamed the unable to pay their bills and the nagging problem of low reimbursements for Medicare pa-

The staff cutbacks are the second major reduction in eight months.

censed practical nurses. That wasn't enough to stem the problems, so executives hired outside Last August, the hospital laid off 174 lifirm Navigant Consulting to find savings.

At the beginning of the year, rumors circu-

emergency room visits rose, and more babies were born in March at Sacred Heart than in stead, respiratory illnesses in Spokane spiked; lated that further layoffs would be deep. Inany month since 1991. Together with a monthlong hiring freeze that left many positions dark, hospital finances shot north.

"The net result is that we are doing much that's because of changes we've made," Wilson better. Patient satisfaction is high and we think said, adding that the hospital expects the improvements to be lasting.

more than 10 percent of the hospital's work The loss of some 350 jobs since last August – force - has affected the remaining employees, Bob Barker, a spokesman for the union representing many of the employees, said hunSacred Heart: Has 50 RN openings

Of the 155 employees that chose to leave, about 84 took early retirement and 71 opted for

"It's a tough situation."

dreds of employees have suffered job shake-

"We just think that anytime you lose this manny employees, quality suffers," he said. "The

Barker acknowledged that the hospital buyouts were generous, including terms that allowed many employees to leave with about cour months' pay. However, as is common with most severance deals, employees who accept

fied nursing assistants and it won't be able to

make up for the care these dedicated em-

sad fact is that the hospital has far fewer certi-

the voluntary separation packages.

### Continued from A8

openings, including 50 for registered made, Wilson said the hospital will lift its hiring freeze so that it can fill

new employees who won't be paid as much as

The hospital stands to save money by hiring the senior staff who left. Also, the cuts in parttime staff will save Sacred Heart money spent

them are not placed on a recall list.

ants were asked to select new positions in the

hospital. Some decided not to and chose to

leave their jobs.

Éarlier this week about 176 nursing assist-

ployees delivered."

Some of those will be filled by registered nurses now working as intravenous therapists.

nating its IV therapy department and and administer the IV units as part of Wilson said the hospital is elimiwill ask registered nurses to insert their job duties.

cutbacks include nine jobs held by imaging aide clerks, assistants in the Emergency Department and surgi-Other areas affected by hospital

Wilson said other job reductions will happen this year through atcal attendants.

but to position the hospital to be successful," Wilson said. "Our goal was not to lay off people trition or reassignment.

Continued: Sacred Heart/A9

Now that the staffing changes have been

"We had some single moms and others who

employees with difficult choices.

ust couldn't work the shifts that were offered, Laminally found note " Rarbar caid

Barker said part-time workers and weekend shifts were especially hard-hit, leaving some

on benefits, Barker added.

# e rewards are heart

Spotesman Review Fersimony 21, 2005

Cardiovascular techs earn strong salaries, a sense of making a difference

### By John Stucke Staff writer

Every day, Darren Powell teaches students how to thwart a leading killer of Americans.

It's not work for the squeamish or the lit's not work for the rewards – both nervous. But the rewards – both personal and financial – are high for cardiovascular technologists.

By helping diagnose what's wrong with people suffering chest pain—often the run-up to heart attack—cardiovascular techs are increasingly important players in health care, says Powell, program director at Spokane Community Gollege.

Community Courge.
Studying the human heart has been a 30-year focus at the Spokane school, one of 26 accredited programs in the country.

Cardiovascular techs are usually employed at hospitals and special heart clinics, where they work closely with doctors to insert catheters into the femoral arteries of heart patients. They femoral arteries of heart patients. They femoral arteries and insert specially of the arteries and insert specially of the arteries and insert specially spots, where thick plaque deposits can block the blood highways.

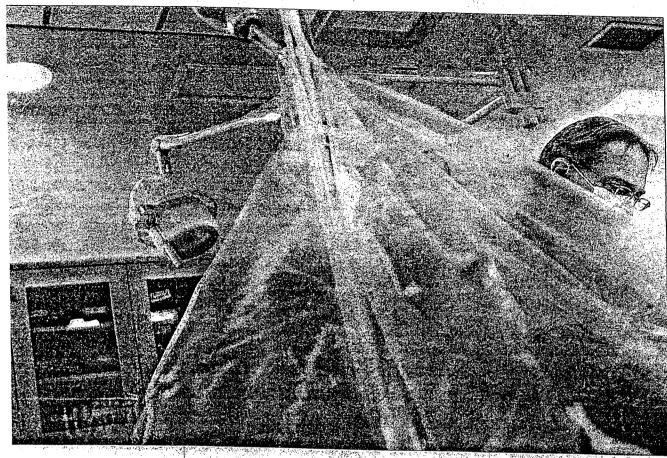
The financial reward is generous.

After a tough two-year program with plenty of math and science — students must maintain scores of at least 78 percent — graduates can take solace percent — graduates can take solace that there are more jobs available than that there are more jobs available than graduates to fill them. The shortage has graduates to fill them. The shortage has helped drive starting wages to at least helped drive starting wages to at least helped was and often times much more \$18 an hour and often times much more

The downside: Like nursing, local job prospects for cardiovascular echnologists are lean.
"We have just saturated the local market," says Powell. "For local patients, that's good news. Our hospitals have picked the cream of the

Tim Ugaldea, the cardiology manager at Sacred Heart Medical Center, says he has about 13 cardiovascular techs on the has about 13 cardiovascular techs on the payroll. A former graduate of the SCC payroll. Trained and can competently step well-trained and can competently step well-trained and can competently step well-trained and can competently step achieve a 100 percent placement recordactive so acute in the Puget Sound area that is so acute in the Puget Sound area that program through video link.

Se over



Brian Plonka/The Spokesman-Review

cred Heart Hospital cardiovascular technologist Rick Rowbotham prepares a patient for surgery in Spokane.

le to find jobs in the Pacific orthwest with this caveat: the work of rdiovascular techs is specialized to the int where employment can be found by in larger communities.

But students have a keen iderstanding of the job market before ey start their studies, he says. Every fall, 34 students are enrolled in

e program. The demand can force ospective students onto a two-year aiting list.

After a few quarters, they are split to two groups – noninvasive and vasive.

It's the invasive students who handle theter work. Noninvasive rdiovascular techs operate machines id focus on diagnosis.

Matt Moore is one student in the vasive group. The 30-year-old spentine in the U.S. Navy, worked instruction and decided he had lough.

"I knew I didn't want to break my ick for a living," he says, "and I anted something challenging that pays all and helps people. That's how I got tre."

He now looks forward to earning an sociate's degree and taking advantage

AT A GLANCE

### Cardiovascular technologist

Training: Two years at Spokane Community College Cost: \$8,000

Employment prospects: Strong demand in the Pacific Northwest, though limited opportunities in

Spokane
Starting wage: At least \$20 an hour.
Work place: Hospitals; large clinics with catheterization labs

More information:

www.scc.spokane.edu/hes/alliedh/ict.htm or 533-8829

MICROE STORES LA CALCINOMICA MELININGER ARMED SA MARINO LA CARRESTE MARINO

of a bright employment outlook.
Jody Franklin, 20, arrived at SCC from her home in Kent. She heard about the program and the job opportunities, put it together and will be ready to enter the working world as a young adult

Despite the waiting list, getting into the program isn't the hard part.

Acceptance is not competitive, meaning

that students can add their names to the list regardless of whether they are straight-A pupils fresh out of high school or haven't opened a textbook in 30 years.

Powell says several former employees of Kaiser Aluminum Corp. used retraining dollars to learn the skill and found work.

He defends the acceptance policy because health care jobs require multiple skills, not just book smarts.

Justin Moon, 23, earned a bachelor's degree in exercise sports science from Oregon State University and learned during an internship program that he would rather do something else.

He moved to Spokane, enrolled in the cardiovascular tech program and thinks he found the right fit.

Even with good wages and ample job opportunities, Powell says the real reward is helping people.

"All that financial stuff aside," Powell says, "the best feeling is seeing the face of a family member when we bring a loved one back from a crisis."

■ Business writer John Stucke can be reached at (509) 459-5419, or by e-mail at johnst@spokesman.com.

Taconna News Tribune February 1,2005

### Way beyond health class

Foss students prepare for medical careers

A medical laboratory course at Tacoma's Foss High School is one of the first in the state for high schoolers. Lab professionals hope it will spur interest in their field.

### BY DEBBY ABE The News Tribune

Have you ever wondered what happens between the time your blood is drawn and the doctor says tests reveal you have anemia, dangerously high cholesterol levels or a particular strain of the

flu? Students in a new class at Foss High

School are learning just that.
The Tacoma school is offering one of
the state's first high school courses in
medical laboratory technology. Students

learn lab protocol, how to obtain and test blood and other specimens, and receive a healthy dose of physiology, clinical chemistry and microbiology.

detree and of the yearlong course called "medical laboratory careers," students can qualify for entry-level jobs as medical lab assistants, or enter college degree programs to become medical lab degree programs to the conficulation or technicians or technologists, nurses or other health care professionals.

The course is an example of a new generation of career and technical education that gives students a head start on higher education and the real

"If you're really looking to go into the medical field it'll give you a jump on what to expect," said Bryan Dukes, a se-

please see LAB, back page

### LAB CONTINUED FROM AT

nior in the class who hopes to become a

surgeon.
Medical lab professionals in the South
Sound welcome the course as a way to
sique interest in a field that's suffering a
pique interest in a field that's suffering a

cants.

Openings in Tacoma General HospiOpenings in Tacoma General Hospital's lab sometimes go vacant for months, tal's lab sometimes go vacant for months, aid Nancy Robertson, Multicare Health said Nancy Robertson, Multicare Health son. Good Samaritan Hospital in Puyaltion. Good Samaritan Hospital in Puyaltion, Good Samaritan, technology microbiologist for a year. technology microbiologist for a year. "We have difficulty getting applicants," said Barbara Vittetos, Good Samaritan's said Barbara Vittetos, Good Samaritan's lab manager. "There's just not the people

out there...
Women, who once dominated the Momen, who many more career op field, now have many more career op tions in the sciences. The median age o tions in the sciences. The median age of the science of the scienc

In the Puget Sound, medical lab tech incians with an associate's degree canicians with an associate's degree canicians while medical technologists, who have while medical technologists, who have a bachelor's degree and complete a year a bachelor's degree and complete a year long internship, start out around \$19 clong internship and clover Park Technical Cc program at Clover Park Technical Cc

lege.
The Foss course "makes people awa
The Poss course "People don't kno
of us," O'Neil said. "People don't kno
the laboratory field is not nursing, th
it's something separate."

Though several community and tec nical colleges and universities offer va ous levels of medical laboratory technols studies. Foss and a Spokane-ar skills center are believed to be the first the state to offer a medical lab course the high school level.

~/~

"It's really cutting-edge," said Teresa Stone, supervisor for the health and human services pathway for the state Superintendent of Public Instruction." We are encouraging, and hoping to grow, those kinds of courses in the state.

Yet while the medical lab course is new, about 100 of the state's nearly 300 school districts already offer some type of class in "health sciences careers," Stone said.

For instance, three Tacoma high schools have offered a first-year medical careers course that prepares students to

go into a health care field.

Career and technical officials added the medical lab course, which is a second-year course, to expose students to health professions in the diagnostic ser-

Both classes are part of Tacoma's cafeer and technical education program, once known as vocational education. Following the past decade's trend with other career and technical classes, the medical lab course was designed in keeping with industry standards and new state academic expectations.

Decades ago, vocational courses were een as the route for students who



Carolina Burgos-Vega, 17, uses a swab to take a throat culture from classmate Milly Cheng, 18, during class last month.

1/2



Medical technology students, including Emmanu Wells, practice their medical lab skills during lab class last month at Foss High School in Tacoma.



Medical careers lab instructor Madeline Merriman answers a student's question as John Brackett, 18, and Haley Lamphan, 17, wait for help with their assignment during lab class last month at Foss High School in Tacoma.

weren't bound for college, said Anita Jinks, Tacoma's coordinator for career and technical education. But today's career and technical classes prepare teens for their next level of education, whether it's the military or an apprenticeship, community college or university.

"Our classes have much more rigor than they used to have because the workplace is much more complex and requires higher-level skills," Jinks said. "Most of our advanced classes have textbooks that are very technically-oriented and written at a college level."

Foss instructor Madeline Merriman aims to teach students the most current laboratory procedures and the science behind them, all the while dispensing advice she learned in 12 years on the job

as a medical lab technologist.

She wrote the course curriculum based on national standards for clinical lab programs and the input of medical lab professionals.

Several Pierce County hospitals have donated lab equipment, including two blood count analyzers from Good Samaritan, and expired but unused lab test

Students learn how to take specimens and run tests on synthetic urine and other manufactured fluids. Since the state requires students be 18 to draw blood from a real person, the teens practice taking fake blood from a realistic model of an arm with veins.

In a recent class session, the course's 18 students took actual throat cultures

from each other to learn how to test for the flu virus. Wearing white lab coats and gloves, the teens giggled and gagged as cotton swabs tickled the back of their

throats.

Later they mixed the samples with drops of chemical reagents to extract viral antigens that might have been present. They tested a control sample to engure they were conducting the test accurately.

Merzinan praised students who admitted they had made a mistake at some point in the exacting test procedures.

"That's OK," she said. "You never try to cover it up and turn out something. You throw it away and start over."
Student Haley Lampman said she wants to become a medical pathologist, a lab-based physician who studies diseases and their causes. Most other students said they wanted to pursue a med-dents said they wanted to pursue a med-

lab.
"Medical technology is interesting but I really want to be an RN" said Kanisha Keal, a junior. "This is really good back-

ical career, but not necessarily in the

ground..... "There's a lot of studying but it's really worth it."

It's all right with Mertiman if students plan to enter another health career. Though she wants to seemore people go into the medical laboratory field, she designed the course knowing that many health care professionals need to know how to obtain specimens and interpret

results.
"There are so many opportunities in health care right now," Merriman said. "It's a great place to be employed."

Debby Abe: 253-597-8694 debby abe@thenewstribune.com 子

The Olympian, January 9, 2005.

# SPSCC can't fill nursing need

BY HEATHER WOODWARD

THE OLYMPIAN

South Puget Sound Community College admitted less than one-third of qualified applicants to its practical nursing program in the fall despite a growing nursing shortage statewide.

That's because, SPSCC officials say, they don't have the money to pay for the faculty or infrastructure needed to admit more students into nursing as well as other programs across the college.

It's not an unusual issue for South Puget Sound. Washington's community and technical colleges are asking lawmakers for almost \$85 million in new money during the 2005-07 biennium to expand enrollment by the equivalent of 5,000 new full-time students each of the next two years.

Of that, South Puget Sound wants to increase its

enrollment — which equals about 4,000 full-time students — by 140 students each year of the biennium.

"The numbers are embarrassing," said Leonor Fuller, chairwoman of SPSCC's Board of Trustees, referring to the percentage of applicants admitted in the fall to programs such as practical nursing



Fuller

ing.
"I think the needs in our nursing program are a very good illustration of our needs across our college," she said. "We cannot admit all of the qualified applicants because we do not have the infrastructure, we do not have the lab space."

To meet the growing demand for classes, South Puget Sound enrolled the equivalent of 227 full-time students beyond what state dollars paid for during the 2003-04 school year, SPSCC President Kenneth Minnaert said.

See SPSCC, Page C4

(Continued.... Tan 9, 2005) The Olympian, Jan 9, 2005)

#### SPSCC

Continued from Page C1

"So we're operating on the margin, which really waters down quality over time," he said. "But we do not want to summarily

close the door."

The school couldn't admit as many qualified students as apply for some programs because it can be difficult to attract quality faculty to the school when salaries haven't kept pace with other higher education institutions, Fuller said. The average full-time faculty member at South Puget Sound makes \$46,000 a year, college officials said.

Community and technical colleges across Washington are asking the Legislature for \$48.5 million to provide faculty members raises of 4.9 percent and 1.4 percent in 2005 and 2006, respec-

tively.

#### **Work force shortages**

By 2010, there will be a statewide shortage of 6,100 qualified employees in fields such as nursing, carpentry and computer support, according to a 2004 report by the state Workforce Training and Education Coordinating Board.

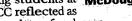
By 2020, almost one in five Americans will be 65 or older compared with about one in 10 today, South Sound hospital administrators have said. That same year, Washington state is expected to have an estimated 34,295 nurses - at least 25,000 fewer than needed to meet the demand.

The Workforce Training and Education Coordinating Board concluded that one solution to shortages in nursing and other professions would be to increase state funding so community colleges can produce more graduates.

Still, college officials know that as lawmakers grapple with a statewide budget shortfall nearing \$2 billion it will be difficult finding any additional funds.

We think this is a significant challenge for the state to keep the doors open," Minnaert said.

Students such as Mc-Elizabeth Dougall, 26, of Lacey and Meera Wells, 28, of Shelton say they've noticed the high demand for courses among students at McDougall SPSCC reflected as



they register for classes. You have to make sure you

stay in a class and don't try to transfer out because vou're not guaranteed a space," Wells

"Especially the general education classes," McDougall added. "Those fill up really fast."



Wells

#### Construction projects

During the 2005 session, SPSCC will ask the Legislature for:

 A \$6 million appropriation to buy a 65-acre parcel of land off Marvin Road Northeast for a future permanent home for the college's Hawks Prairie campus, which currently leases its space.

■ \$3.2 million to complete the design for upgrading the Natural Science Building as well as adding nearly 60,000-square feet of space.

**\$200,000** to pay for early planning for a new Learning Resource Center that would house an expanded library and media services as well as space for math and foreign language classes.

Heather Woodward covers education for The Olympian. She can be reached at 360-754-4225 or hwoodward@olympia. gannett.com.

Walla Walla, WA (Walla Walla Co.) Union-Bulletin (Cir. D. 14,538) (Cir. S. 15,745)

JAN - 7 2005

Allen's P.C.B. Est. 1888

# Hospital to give \$100,000 to WWCC's new health building

The community college plans to open the proposed health sciences facility in the fall of 2006.

By CATHY GRIMES of the Union-Bulletin

St. Mary Medical Center has pledged \$100,000 toward the construction of a Health Science and Performing Arts Facility at Walla Walla Community College.

WWCC President Steven VanAusdle said the college plans to open the proposed 36,000-square-foot health sciences facility in fall 2006. The building will replace the nursing program building and the China Pavilion, once part of the 1974 Spokane Exposition. The new facility includes a 307-seat theater/lecture auditorium and additional classroom and lab space.



**VAN AUSDLE** 



ICEL V

"Our No. 1 priority this last year was in the heath-care area," VanAusdle said. "We reallocated money internally and strengthened the science program and brought in two new instructors."

The state provided \$7.2 million for the project, but state support is about \$1.4 million short of the price tag associated with replacing the buildings.

"We're looking at alternative funds to make the project whole," VanAusdle said. "We don't want to compromise the integrity of the project or the programs.

We're asking individuals to help us out, and the St. Mary Medical Center and hospital is showing its confidence in the programs."

John Isely, president of St. Mary, said in a prepared statement that the new building is a smart investment for the health of the community and the healthcare profession.

VanAusdle said the planned facility will allow WWCC to expand enrollment in its allied health programs to about 890 students in nursing and other health professions, an increase of about 30 percent more than current capacity. The new facilities will allow the college to add programs to its allied health offerings, such as a surgical tech program.

Isely said the college has trained generations of health-care professionals, helping ensure the quality of care available in the Walla Walla area. Isely noted the community and the nation face a nursing shortage, and the expansion will allow WWCC to train more nurses and other medical professionals to help fill the gap.

VanAusdle said architects have developed plans for the facility, and the college plans to ask for bids on the project in the near future.

"This is going to happen," he said.

Cathy Grimes can be reached at cgrimes@ubnet.com or by calling 525-3300, ext. 286.

**Snohomish County** Business Journal (Cir. M. 16,000) (Snohomish Co.) Everett, WA

NOV - - 2001

Allen's P. C. B. Est. 1888

# It were to double the number of gradu-Partnership to grow EvCC nursing program dentials to be EvCC faculty. It also has employees interested in develop-

expanding the school's registered nursing program from 90 to 120 ier and Everett Community College have teamed up to address Snohomish County's nursing shortage by Providence Everett Medical Cenenrollments per year.

tered nursing students per year at EVCC at a cost of \$4,500 per student August 2008 for a total investment of Under the agreement between the nonprofit hospital and the public college, Providence will sponsor 30 regisper year between September 2004 and \$540,000, EvCC said. The agreement may be extended on an annual basis.

The major costs for expanding the program will be salaries for additional clinical specialist/educators and paid training time for staff.

dates as potential employees when The deal is a win-win for both institutions, as it will provide staff salaries gram as well as give Providence the first opportunity to review RN candithey have completed the nursing pronurses to teach in the nursing proto attract and retain masters-prepared

ty, and will likely stay in the area to

ment of two RN clinical specialists who will teach an additional clinical section each quarter and instructionally support and mentor all new RN hires durgram, EvCC said. The deal also calls for a co-appoint ing their first year, EvCC said.

qualified "The college needs qualified instructors, and (Providence) needs qualified nurses. We explored our needs until our common interests Providence "has employees with cre-EVCC vice president for instruction. were achievable," said Stu Barger,

according to EvCC, noting that even if

Even with the increased educational capacity, the supply gap remains,

professions at EvCC.

vocational

education/nursing/health

ates, it would supply only 16 percent of the annual need for registered nurses in Snohomish and King counties. ing their skills to become RNs.

The benefit to the county is a work force that is trained in the coun-

But the grant is a step toward meeting that need, officials at Provi-

tunity to support nurse training, retention, with improved skill development, and job satisfaction for nurses," said "This grant will provide another avenue of partnering in a unique oppor-EVCC President Charlie Earl Providence chief executive Gail Larson. dence and EvCC said. Forty mursing students began the program this fall. Over six quarters, the

ing program, it is open to the general

student population, EvCC said.

Although some Providence employees will enter the six-quarter-long nurs-

work," he said.

ing from our nursing program. Accomplishing our goal in a partner-"Two years ago we set out to double the number of students graduatship with Providence is a big deal in terms of the college's strategic direc-

ed to approach 190 — the largest number of nursing students ever enrolled at the college, said Patty Black, dean of

number of nursing students is expect-

# dan tour ursing with an L

### Students

learn bow tro
to blend mi
Western sea

By Megan Cooley Suff writer

Twenty-four high school students from around the West chipped away at a cultural inequity this week – though they might have thought they were just learning nursing skills and bunking at a Spokane college.

The students, representing 14 Native American tribes, attended the 10th annual Na-ha-shnee Native American Summer Nursing Institute, a weeklong camp geared for students interested in going into the medical field. As they learned how to treat wounds and

cultural traditions

measure blood pressure, they also were put on a springboard to a career that could help their communities one day. "There have been great strides among

"There have been great strides among Native Americans as far as improving health, but they still have some of the worst health disparities of any other ethnic group in the United States," said Janet Katz, an assistant professor with the WSU Intercollegate College of Nursing, which organizes the camp. "Having culturally competent health-care providers helps decrease the health disparities."

Camp director Robbie Paul, the

Native American Recruitment and Retention Coordinator at the school, added that exposing youths to career opportunities increases the chance they'll attend college and perhaps return to their families, communities or reservations prepared to improve health

cate.
"This is starting at the pipeline." Paul said. "To get them interested. To hook them."

"Hooked" is one way to describe attendee Tristen James, a 15-year-old

Continued: Nursing/A8

## **Nursing:** Most

### nurses are Caucasian

Continued from A1

Shorewood High School student from Seattle. James attended Na-ha-shnee for the second consecutive summer, bolstering her goal to become a pediatrician for Native American tribes in Alaska.

James laughed when asked if other family members work in the medical field. Many haven't even graduated from high school, she said.

"I wanted to go further and be successful," said James, wearing a surgical gown and mask for a demonstration. "My whole family is so proud of me. They brag to everybody."

Aithough the federal government spends more than \$3 billion to deliver health care services to Native Americans each year, that population suffers from disease at a disproportionate rate than other Americans, according to a September 2004 report by the U.S. Commission on Civil Rights.

For example, Native Americans are 770 percent more likely to die from alcoholism, 650 percent more likely to die from tuberculosis, 420 percent more likely to die from diabetes and 280 percent more likely

to die from accidents than other Americans.

Carla Norris, a Native American and Omak resident who helps at the Spokane camp, has seen those statistics come to life during her 35 years as a nurse.

"Diabetes is still the biggest one I see," said Norris, 63. "For my generation, they think it's inevitable. I'm going to lose my feet anyway, why do anything about it?" "she hears people say,

Norris sees signs that the younger Native Americans aren't as willing to accept that fate.
"This generation is finally getting

that message," she said.

One way to improve the health of Native Americans is to train more of them in the medical field, camp leaders said. When a patient is cared for by someone who understands their culture, they re more likely to follow through with their treatment and feel as though their concerns were heard.

"It's not that they're resistant (to Western medicine), but their culture isn't considered a lot of the time." said camp counselor Tashina Nunez, a Yakama nation member who recently graduated from the nursing school. "The majority of nurses are Caucasian."

The camp's agenda aimed to bridge the cultural divide.

During the day, the students took classes related to Western medicine. They learned CPR, handled human organs in a cadaver lab and were taught about diseases.

"It's not that they're resistant (to Western medicine), but their culture isn't considered a lot of the time."

Tashina Nunez, camp counselor

Then, on Tuesday evening, the camp held a ceremony at Paul's property and gathered traditional medicines from the land. They learned that fennel, an herb often used in cooking, can be put on a wound to draw the soreness out. Willow, when chewed, acts like aspirin. And bitterroot can be eaten raw or in soups to aid in body cleansing.

Nunez was as excited to learn about the traditional medicines as the students were. She took a diversity course in school, but the class focused on the diets of different ethnic cultures and understanding how religion affects interactions with patients.

She never learned about the

traditional healing used in her own culture.

"I'll be learning along with them.

Nunez said Tuesday morning
Of course, another major goal of
the camp is to create better futures
for the attendees – not just their
communities. In the past five years,

70 percent of Na-ha shmee participants have gone on to college, whether to study nursing or some other subject, Katz said.

Some of the students in Spokane this week had never left home before or flown in an airplane. Students aren't charged for the camp, which is sponsored by the nursing school, Group Health Community Foundation, the Trude Smith Fund and the WSU Creighton Endowment for Native American Students.

"It's really important to take them away and show them the opportunities," said Nunez, who first got a taste for higher education at a science camp in Pullman, although she'd always been interested in nursing.

John Duran, 16, traveled from Salem for the camp. The Oglala Sioux Indian wants to work as a nurse one day on the Pineridge Reservation in South Dakota, where his mom used to live.

Duran, one of three boys at the camp, said his friends think his career goal is "cool, because I'm trying something that most guys don't do."

Now if the dorm rooms at camp just had televisions, he griped with a smile.

■ Megan Cooley can be reached at (509) 459-5593 or meganc@spokesman.com.

Tristen James, 16, of Seattle, applies resistance to Tucson, Arz., 15-year-old Maria Bustamente's arms during the Na-ha-shnee Nathe American Summer Nursing institute at the institute this week.

#### SEATTLE POST-INTELLIGENCER

http://seattlepi.nwsource.com/business/187743\_nurseshortage25.html

#### Faculty shortage means fewer nursing grads to meet nation's needs

Wednesday, August 25, 2004

#### SEATTLE POST-INTELLIGENCER STAFF AND NEWS SERVICES

At nursing schools from New Jersey to Washington, a surge of applicants who could ease the nation's worsening shortage of nurses are being turned away because many schools can't find enough qualified professors.

That shortfall is driven by health care jobs that offer better pay and by fewer nurses pursuing the doctorate required for full-time, tenured teaching positions.

And, just as with the nurse work force, the faculty is graying. A wave of retirements is expected in about a decade when more care will be needed for aging baby boomers.

While some progress has been made in Washington through increased financing for highdemand enrollments at colleges, nursing schools report they still turn away hundreds of qualified applicants a year.

Washington's 30 nursing programs can't expand fast enough due to a lack of qualified faculty and room in hospitals for training nurses, college officials here say. And their concerns are echoed across the country.

"I'm in dire straits in terms of faculty right now," said Julie Bliss, chairwoman of the Department of Nursing at William Paterson University in Wayne, N.J. Two of Bliss' 15 full-time tenured faculty members resigned barely a month before the fall term, she said. They're headed to health care jobs paying more than \$80,000 a year, roughly \$30,000 more than she can offer.

"They can't pay their mortgages on what we're paying," Bliss said.

Two other professors are on long-term sick leave, forcing Bliss to rely heavily on low-paid part timers without doctoral degrees while student demand skyrockets.

More than 1,200 students applied for 100 spots in her four-year bachelor's degree program this fall, up from 351 in 1999. To compensate, Bliss is cutting the number of sections of some courses, boosting some lecture classes from fewer than 30 students to as many as 70.

Meanwhile, the school's graduate program has fewer students, Bliss said, meaning less stress now but fewer educators later.

Without enough instructors, "we have to turn students away, and that exacerbates the nursing shortage," which is expected to reach 400,000 vacant positions by 2012, said Carol Picard, president-elect of the Honor Society of Nursing. "It's something for all of us to worry about as we age, because who's going to take care of us when we're older?"

The educational group is part of the Nurses for a Healthier Tomorrow coalition now running ads with nursing educators urging others to join the profession.

Doctoral programs only are offered at 88 U.S. nursing schools, with about 3,500 students enrolled in 2003-04, according to the American Association of Colleges of Nursing. Only 419 doctoral students graduated this spring, down 10 percent from the prior year.

"We're just not producing enough potential nurse educators" and haven't for the last decade, said association President Jean Bartels.

While enrollments in graduate programs have just begun to edge up, that's not keeping pace with retirements and professors leaving for higher-paying health care jobs, she said.

"The average faculty member is 51 1/2 years old, and they're retiring at 62," Bartels said, adding that several hundred are expected to retire annually over the next 15 years or so.

Already, the association says about 7 percent of the 10,200 full-time faculty positions at the 690 U.S. bachelor and graduate degree nursing programs are vacant. In addition, 122 of those schools need more instructors; they turned away nearly 18,000 applicants last year for lack of faculty and, in some cases, classroom space.

Those figures don't include two-year degrees and hospital-based diploma programs, although their faculty vacancy rates are only about half as high, according to the National League for Nursing, which offers grants and runs programs to develop more faculty.

At California State University in Sacramento, Robyn Nelson, chairwoman of the nursing division, is recruiting for three teaching positions this year.

She blames high competing salaries: A new graduate with just a two-year nursing degree can start at \$55,000 a year at California hospitals, and a hospital chief nursing officer with a master's degree can pull in well over \$100,000. In Washington state, the median annual salary for registered nurses was \$55,028 last year, according to federal and state data.

Not all schools are having such trouble, possibly because they are in places with a lower cost of living and less-mobile work force.

Julie Novak, professor and head of the Purdue School of Nursing in West Lafayette, Ind., has increased full-time faculty in the bachelor's degree program from 40 to 48 since the 2000-01 school year, as each entering class expanded, from 100 students in 2000 to 167 this fall.

"We have not had any difficulty," Novak said. "We brought in nine new faculty this year," including three who replaced retirees.

She also has persuaded retirees to continue teaching part time. Novak believes low cost of living and proximity to Indianapolis and Chicago help her with recruiting, and other factors may give her an edge over four competitive nursing schools within an hour of Purdue. Those include above-average salaries and popular clinics the nursing school runs for Purdue employees and for the public that allow nursing instructors to keep their skills sharp.

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## NURSES APPRECIATION NIGHT

#### We would like to invite you to join us in celebrating the nursing profession!

The World Champion Storm would like to take the opportunity to recognize, celebrate, and provide a fun event for nurses throughout Washington to join together at KeyArena!

#### **Nurses Night Package includes:**

25 lower level tickets to the Storm vs. Sting game for employees, friends and families
Suite to a future game for 20 people
Display Space at KeyArena at July 29 game

Recognition on the Main Scoreboard during July 29 game

Seattle Storm Auction Item

Nurses will receive special in-game recognition

vs.

Charlotte Sting Friday, July 29, 2005 @ 7 p.m.



TO ORDER TICKETS, PLEASE FAX (206) 272-2743 OR MAIL ORDER FORM AND PAYMENT TO: SEATTLE STORM, ATTN: MICHELLE FLANIGAN, 351 ELLIOTT AVE W, SUITE 500, SEATTLE, WA 98119 QUESTIONS CALL MICHELLE @ (206) 272-2742

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DEADLINE TO ORDER - MONDAY, JULY 13, 2005

THE **2005 NATIONAL CONFERENCE** ON

# Workforce Development and Job Placement Strategies for Health Care

Design, Manage and Fund Workforce
Development and Job Placement Programs,
Targeting Health Care Positions

July 26-27, 2005
The Performance Institute · Arlington, VA

Initiative Outcomes for Your Community:

 Establish an Effective Health Care Training Program

Ensure appropriate alignment for employment and health care training curricula

- Enhance Job Placement Strategies
   Improve recruitment and retention in health care to non-traditional worker pools: youth, dislocated and immigrant workers
- Secure Health Care Funding
   Tap into new funding streams to increase capacity for health care partnership development
- Forge Sustainable Partnerships with Local Health Care Entities

Collaborate effectively with health care industry entities and educators to match career paths with client's needs

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The Only
Event for Workforce
Development
Professionals
Offering Health Care
Employment
Strategies!

Receive Your Fair Share of Funding for the Health Care "High-Growth Job Initiative"

#### **Spur Economic and Workforce Development in Your Community!**

What people have to say about previous Performance Institute health care workforce conferences:

Informative and an opportunity to network.

Vernon Bailey Broward Country Workforce One

A lot of good information and ideas shared here.

John Diaz AR Dept. of Human Services

Who Should Attend?

: WIBI Membes & HKO presions for Health Care-systems

State and Local Worklongs Agencies

State Boardsy of Nijishigus

Workforce System Youth Program Developers: One-stop administrators and operational staff Job Cores Center Directors

Workforce Investment Program Madagers Community Health Center-Hit Directors Community College:

Your consider med Selfor

...And all stakeholders ji the development o our nations workforce:



Dear Workforce Development & Health Care HR Professionals,

There is a critical current and projected shortage of nursing and affiliated health care workers in the U.S. If left unaddressed, this shortage will have a severe and damaging impact on the quality of health care services. To solve the problem, the public workforce is now working with the Department of Labor, private businesses and educators at the high school and community college levels to help prepare workers for skilled jobs in the health-care industry.

Solutions and promising practices in designing, managing and funding workforce development and job placement programs for the health care industry are available at the 2005 National Conference on Workforce Development and Job Placement Strategies for Health Care, July 26, 27, 2005 in Arlington, VA. Identify and implement health care job training program solutions in your community to provide employment opportunities to unemployed and underemployed workers while satisfying the need for skilled health care workers.

#### Forge Sustainable Partnerships with Local Health Care Entities

Ensure appropriate alignment for employment and health care training curricula by forging alliances with extensive partnerships. Participating hospitals and national health care systems, the community college system, the registered apprenticeship systems, and local one-stop career centers provide the essential infrastructure for supporting health care training.

#### Enhance Job Placement Strategies: Recruit and Retain Skilled Workers

The health care system is stifled with a lack of diversity and flow of highly skilled workers. Improve recruitment and retention in health care to non-traditional worker pools; youth, dislocated, and immigrant workers. Learn how to advance incumbent workers to a higher skilled position in the health care industry.

#### Increasing the Capacity of Health Care Education and Training Providers

One of the major challenges to the health care industry is the lack of qualified academic and clinical health care faculty. Identify strategies for addressing the low capacity of training providers. Collaborate with educators and WIBs for responding to the needs of the health care labor market and become a successful demand-driven system.

#### Secure Health Care Funding

Tap into new funding streams and utilize non-traditional funding sources to increase capacity for health care partnership development. Get your fair share of the High Growth Job Training grants to help prepare workers for skilled jobs in the health care industry.

Promising Practices and industry-driven strategies are awaiting your review. Register today by calling 703-894-0481 or visit us at www.PerformanceWeb.org. I look forward to seeing you in July!

Regards.

Kwa Fainn

Kara M. Farina Director Social Policy & Public Health Center

#### AGENDA AND SPEAKING FACULTY

#### Why Should You Attend this Conference?

- Increase Recruitment and Retention for Health Care
- Agnieve Outcomes For Your High-Growth Job Initiative
- Partner to Greate innovative Strategies and Funnel Well-Trained Workers into the Health Carednolusity
- morove Outreach to Non-Tracitional Populations
- . Implement Innovative Apprentice Programs to Increase the Pipeline

#### Day One: July 26th, 2005

8:00

Registration & Continental Breakfast

8:30

#### **Keynote Presentation** The Health Care Industry Workforce Development Initiative: Identifying and Addressing Challenges and Solutions

Through the High-Growth Job Initiative, the public workforce system has been working with the Department of Labor, private businesses and educators (high school and companity college level) to identify high-growth industries, and health care is among the first industries to have real solutions put in place. Join us for this informative keynote presentation and learn how this industry-driven system of workforce investment can help your community.

- National overview of issues and solutions for the health care industry
- Identify High Job Growth Initiative outcomes specific to the health care industry
- Identify "next steps" beyond issues and solutions for the health care industry

Jennifer McNelly, Director, Business Relations Group,

U.S. Department of Labor — Employment and Training Administration

9:30

#### Stakeholder Roundtable Discussion:

Workforce Investment Boards, labor employees, and health care entities dialogue together on the strategies and solutions for implementing the health care high growth job initiative. Join us for this stakeholder dialogue; whether you are a WIB Member or Health Care Executive, you benefit from the interactive roundtable discussion and exchange of ideas on:

Establishing communication and partnerships 2. Identifying joint opportunities for leadership

3. Sharing funding to increase capacity of programs

Moderator

Scott Sheely, Executive Director, Lancaster County Workforce Investment Board

10:45

#### **Break & Refreshments**

11:00

#### Lessons Learned In Designing and Managing Demand-Driven Health Care Initiatives

As an early innovator in the area of sector-based employment interventions, the Lancaster County Workforce Investment Board has had a highly-successful health care initiative in play since 2000 including a television-based recruiting campaign, a contextual literacy program, a CNA training program located in the area onestop, dedicated health care recruitment counselors funded by WIA, and links with area hospitals and nursing homes for the reporting of job openings. The cooperative effort has resulted in health care training programs in the area doubling their output of allied health graduates and the establishment of a regional Center of Excellence in Long-Term Care Practice. This workshop takes a step back and offers a perspective on the lessons learned from the experience, applicable to other geographical areas and other industries. The Lancaster County WIB is a US Department of Labor Demand-Driven Incubator organization.

Scott Sheely, Executive Director, Lancaster County Workforce Investment Board

12:00

#### **Networking Luncheon**



#### A Framework for Performance-Based Measures in Health Care Workforce Development within Publication **Workforce Systems**

- · Devise and implement performance measures to evaluate and streamline workforce and placement services
- Identify and implement workforce development strategies: training, development, recruitment and succession planning for health care industry jobs
- Understand case management implications with performance
- Set recruitment and retention goals and develop strategies for skill areas

Ion Desenbern, Senior Consultant, The Performance Institute

#### Create and Execute a Strategic Plan for Short-term and Long-term Workforce Goals

Norton Health care created a new office dedicated solely to addressing workforce issues throughout its seven hospitals. The office created a strategic plan for the organization, dividing workforce goals into short-term and long-term initiatives. Identify the strategies, goals and demonstrated results that this program has outlined. Such strategies include

- Student scholarships for local colleges and universities
- Increasing awareness of health careers
- Foreign nurse recruitment
- Collaboration with competitors for labor grants
- Employee recruitment

Kimberly Maffet, Associate Vice President Workforce Development Norton Healthcare

#### **Break & Refreshments**

3:15

#### **Nursing Career Lattice Project**

Designed to address critical nursing shortages, the Health Care Career Ladder Project is working to build the pool of new health care workers through registered apprenticeship programs. CAEL simultaneously provides incumbent Licensed Practical Nurses with expedited pathways to careers as Registered Nurses through a hybrid distance learning/community college training model. The program targets older working adults who want to transition into the nursing field. The CAEL/Department of Labor Health Care Ladder Program is unique because it recognizes that licensed practical nurse (LPN) candidates can be drawn from non-health care professions and other branches of the health care field.

- Address turnover and skilled worker shortage
- Open the pipeline for potential health care workers
- Identify hybrid distance learning/community college training model
- Provide incumbent LPNs with expedited pathways to careers Phyllis Snyder, Regional Vice President, Council for Adult and Experiential Learning

4:15

Adjourn

#### Day Two: July

8:30

Continental Breakfast

#### Increasing the Capacity to Provide Health Care **Education and Training**

The lack of nurses and allied health professionals and the lack of qualified academic and clinical health care faculty needs to be addressed. Identify strategies for solving the faculty capacity problem and the partnerships necessary for implementing the solutions.

Filling the void of academic and clinical instructors

- Addressing the need for facilities and resources
- Aligning employer requirements and curricula

Robert Seurkamp, Executive Director, State of Maryland Governor's Workforce Investment Board\*

#### Upgrading Incumbent Health Care Workers into High-Skill Jobs

The Incumbent Worker Career Acceleration Program is a promising practice in combating the severe shortage of skilled health care workers.

- Address retention and growth of at-risk workers
- Institute a GED and diploma program
- Retrain employees in declining jobs for emerging jobs
- Create a high-potential workers assessment and skills training
- Upgrade training of incumbent workers into critical skills

shortage positions

Deborah Knight-Kerr, Director, Community and Education Projects, Johns Hopkins

11:00

#### **Break & Refreshments**

11:15

#### "School to Work" - Expand Skills Training and Health Care Work-Related Education

This program tackles the challenge of inaccessibility to the educational opportunities and support required to upgrade worker skills and enable advancement to higher-paying positions. Through a strong partnership between participating hospitals, local community colleges, Catalyst Learning and participating WIBs, this program works to expand access to basic skills training and workrelated education for entry-level jobs in the health care field using worksite-based television broadcast and Internet instruction.

- Improve access to basic skills training
- Develop current entry-level health care workforce
- Open new opportunities for new health care workforce entrants Lynn Fischer, Founder & President, Catalyst Learning

#### Free Subscription to **Institute Research**

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#### WWW.PERFORMANCEWEB.ORG

#### Workshop Luncheon

#### Application Workshop A: Funding Strategies and Capacity-**Building for Health Care Job Placement Programs**

The U.S. Department of Labor (DOL) is charged with preparing the American workforce for new and better jobs and ensuring the adequacy of America's workplaces. In April 2004, Secretary of Labor Chao announced the recipients of \$13.5 million High-Growth Job Training grants to help prepare workers for skilled jobs in the health. care industry, part of \$24.3 million health care initiative that Secretary Chao kicked off in March 2004. Learn how to effectively tap into this new funding stream and integrate other funding streams maintained by partners. Identify and merge funding such as Title II funding for adult basic education and student support services funded from Perkins within vocational-technical schools & community colleges to effectively increase program capacity.

Identify key strategies for effectively procuring federal grants for workforce development services

Integrate funding streams with program partners
Secure non-traditional sources of funding. Dr. Tina Fields, University of Texas Health Science Center

1:00

#### Application Workshop B: Aligning Human Resources Strategies to WIA Strategies to Ensure a Stable Supply of Skilled Workers to Health Care

Collaboration between HR within health care systems and the public sector workforce system facilitates recruitment and retention within the health care industry. Aligning goals and inputs of both HR and Workforce Investment can lead to an increase in the output of qualified, skilled health care workers.

Identify the role health care HR plays in achieving WIA program goals

Design and implement a comprehensive and strategic recruitment. hiring and training plan that tackles your specific short-term and long-term needs

Implement targeted strategies for solving staffing shortages and providing employment opportunities and career advancement Jeri Lynn Else, Manager, Healthcare Education Institute, Business and Professional Institute and Continuing Education; and Director, Strategic Healthcare Partnerships, Health

Sciences, College of DuPage

**Workshop Adjourns** 

#### Comprehensive Coverage of

signinable Miniemili Strateples Promising Place result a Beauth Care refinities a : Career la tides Performance Measurement

Skills Development Relationiment/Relation Siniculis i fleir (from traform fridative Onteomes

#### **In-House Training:**

All of the publicly offered courses offered by The Performance Institute can be adapted for your office, program, agency or department. In-house training provides a customized, costefficient vehicle for educating your staff with a hands-on, educational forum that facilitates team-building and projectplanning. Pl in-house training is designed to meet the specific needs of the client. Instead of making the training match with "cookie-cutter" training, our in-house offerings are matched to the specific needs of the participants.

#### Venue:

The 2005 National Conference on Workforce Development and Job Placement Strategies for Health Care will be held at The Performance Institute Training Center, located at 1515 North Courthouse Road, 6th Floor, Arlington, VA 22201. For directions, please call 703-894-0481.

#### **Hotel Information:**

A limited number of rooms have been reserved at a discounted rate of \$115 at the Quality Courthouse Hotel, located two blocks from the Performance Institute, Please mention Performance Institute to guarantee this rate and ask to be put in the main tower, which has been recently renovated. In addition, a limited number of discounted rooms are also available at the Hilton Crystal City at National Airport at a rate of \$159, or if available, the prevailing government per diem rate. A complimentary shuttle is available both before and after the conference. Please call the hotel directly to make reservations and be sure to ask for the Performance Institute conference rate.

**Ouality Courthouse** 1200 N. Courthouse Rd. Arlington, VA 22201 703-524-4000

Hilton Crystal City at National Airport 2399 Jefferson Davis Hwy Arlington, VA 22202 703-418-6800

#### **Exhibiting and Sponsorship Information:**

To learn more about exhibiting at the 2005 National Conference on Workforce Development and Job Placement Strategies for Health Care please contact Eric Lint at 703-894-0481 or e-mail Lint@performanceweb.org.

#### Tuition:

The tuition rates for attending the 2005 National Conference on Workforce Development and Job Placement Strategies for Health Care are as follows:

Conference: \$795

Post-Conference Workshop: \$295 (choose A or B)

#### Group discounts are available:

The Performance Institute offers reduced tuition to groups of three or more. If you think your colleagues would benefit from attending this year's conference, please contact Eric Lint for group rates, Lint@performanceweb.org or 703-894-0481.

Administrative Note: A \$150 service fee will be charged on cancellations received less than three weeks from the date of the event. A credit memo will also be sent reflective of that amount, which can be used for a future Performance Institute conference. As speakers are confirmed 6 months before the event, some speaker changes or topic settings may occur.

THE **2005 NATIONAL CONFERENCE** ON

# Workforce Development and Job Placement Strategies For Health Care

Design, Manage and Fund Workforce
Development and Job Placement
Programs Targeting Health Care Positions

July 26-27, 2005

The Performance Institute · Arlington, VA

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The 2005 National Conference on Workforce Development and ob Placement for Health Care

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#### National Network of Health Career Programs in Two-Year Colleges

Join your colleagues, immerse yourself in health care professional development and enjoy the beauty of the Pacific Northwest at the 18th Annual NN2 Conference. This conference will be relevant to everyone in health care education with speakers and breakout sessions that will give you tools and ideas for the future.

#### Conference topics include:

- Best Practices in Caring for Our Future Staff Knowledge Trends/Career Ladders
- Developing Partnerships Across the Community Breakout Sessions led by health educators and industry leaders

Conference registration: (includes dinner at the Space Needle)

NN2 members: \$380 • Non-members: \$430 (includes \$50 membership fee)

#### Reserve your room at the Seattle Hilton

\$139 per room (\$20 for each additional person: \$75 for early check out)

If you live outside Washington - call 800-426-0535 • Washington residents - call 800-542-7700

Online reservations - go to www.hilton.com

#### Seattle! Explore by foot, Monorail, bus or ferry

Pike Place Market • Pioneer Square • International District • World-Class Restaurants • Art Museums – and home to Nordstrom and Starbucks • Visit www.ci.seattle.wa.us/html/visitor

Conference updates and registration form available at www.nn2.org

### Carreras Médicas ¡Anímate!



www.healthjobs4you.com

### Taller de Profesiones Médicas

Fecha: viernes 24 de junio de 2005

Hora: 11:00 a.m. - 1:00 p.m.

**Lugar: Tacoma Community House** 

1314 South L Street, Sala 33

Tacoma, WA

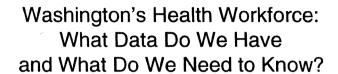
¿Sabía usted que algunos del los trabajos más excitantes con más crecimiento proyectado por los siguientes 10 años están el la industria médica?

Venga a nuestro taller gratis e informarse de las oportunidades de carrera que existen en el campo Medico.

#### Carreras en el Campo Médico

- Pagan bién y tienen prestaciones excelentes
- · Ofrecen seguridad en el empleo
- Ofrecen variedad y flexibilidad
- Le permiten usar sus destrezas y talentos
- Ofrecen la satisfacción de hacer una diferencia real en la vida de las personas

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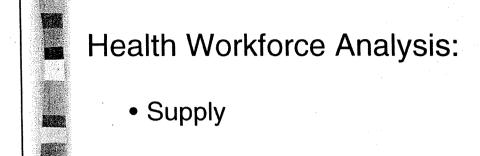


Davis G. Patterson, PhD
Center for Health Workforce Studies
Department of Family Medicine
University of Washington

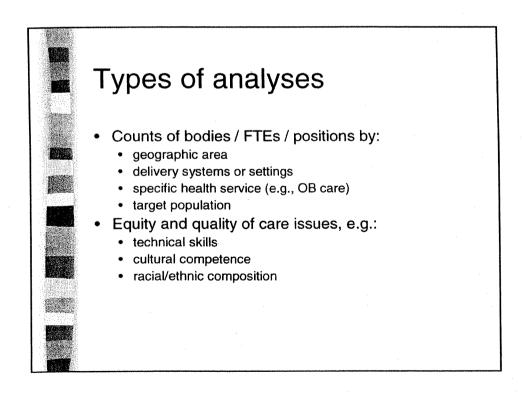
June 28, 2005

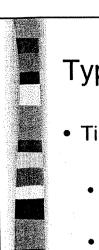


- Overview of Health Workforce Analysis
- Data We Have:
  - Examples
    - · Supply: Educational completions
    - Demand: Hospital survey
    - · Need: Mental health workforce
  - Overview
- Information gaps



- Demand
- Need





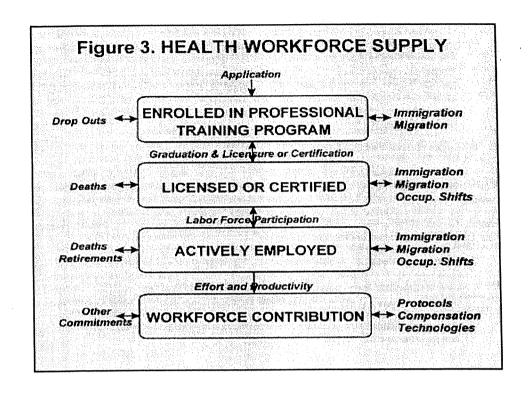
#### Types of analyses (cont.)

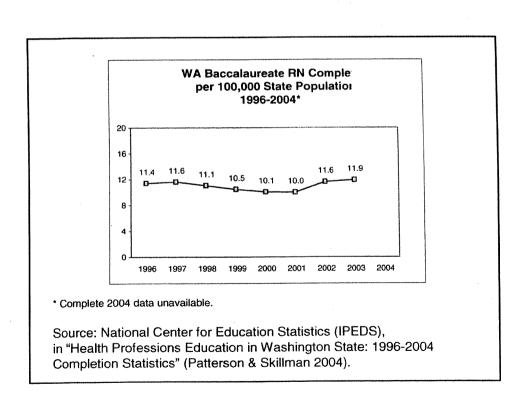
- Time dimensions:
  - single point in time
  - trend analyses
    - historical
    - projections / forecasting

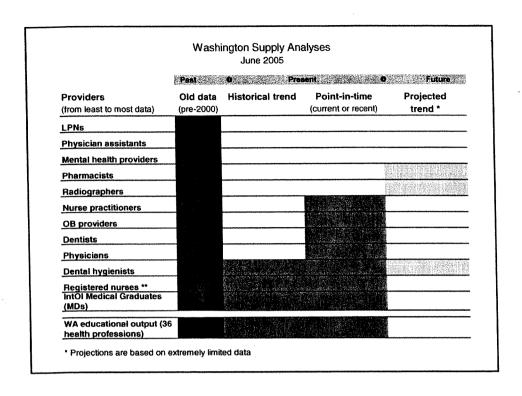


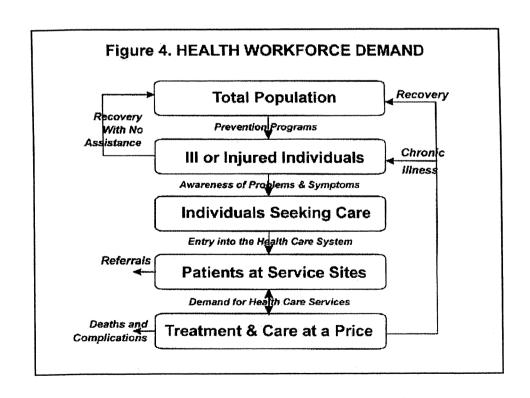
#### Difficulties with state-level analyses:

- No control over borders / migration
- Geographic distribution issues
- Sector distribution issues

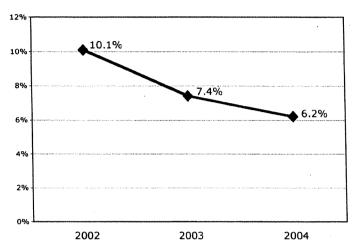












Source: "Washington State Hospitals: Results of 2003/2004 Workforce Survey" (Skillman et al. 2004).

Washington Demand Analyses June 2005  Pest Present Future						
Radiographers						
Retail pharmacies						
harmacists	**************************************					
lospital business office						
lursing homes						
ederal Health Centers						
Dental offices (dentists, lygienists, assistants)						
Dental hygienists						
lospital clinical staff				*		

#### Need

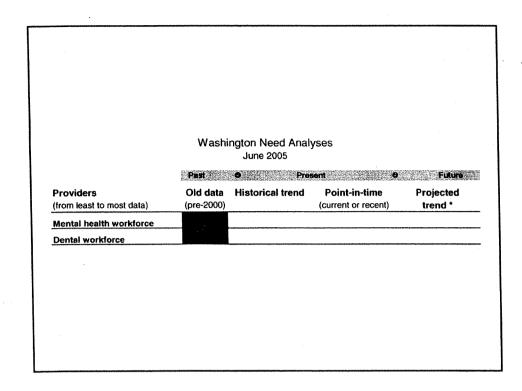
Health and social welfare approach:

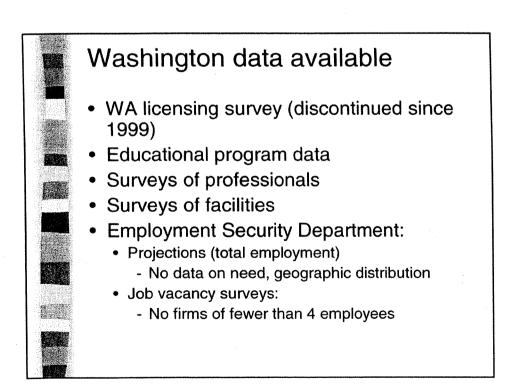
- Epidemiological perspective (total burden of disease)
- Need regardless of ability to pay

## 

Using state licensing data to examine provider supply in rural and

urban areas" (Baldwin et al. in press).





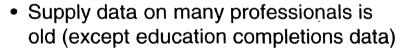


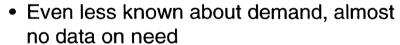
#### What are states doing?

- Georgia: recently legislated data collection
- Minnesota: regular licensing survey since 1993
- North Carolina: regular data collection since 1976
- Washington State...? New initiatives:
  - WA Center for Nursing
  - WWAMI CHWS Regional Information Center



### Information Gaps in Washington State





- No systematic ongoing data collection and reporting on issues specific to the health workforce
- Insufficient information for planning



